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ABSTRACT

This report provides a series of tables which track women's participation at all levels within the Ontario (Canada) university system over 10 years, from 1985-86 to 1994-95 and covers applicants, enrollment, degrees awarded, faculty, and staff. Tables provide data on the following: applicants and registered applicants in full-time, first year studies; women's participation by registration status and level of study; enrollment by field and level of study; enrollment at Ontario medical schools; Bachelor's and first professional degrees awarded; Master's degrees awarded; doctoral degrees awarded; full-time women faculty by institution; full-time faculty by field and gender; full-time faculty by field; full-time faculty by rank and gender; new faculty; new faculty appointments by rank; new faculty by type of appointment and rank; average salaries by rank and gender; percent comparison of full-time women students with full-time women faculty by field; comparison of doctoral enrollment of women to new faculty appointments of women; full time non-academic staff by occupational group and gender; and full time non-academic staff by salary range and gender. Six charts graph selected data from the tables. (JB)

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1985-86 to 1994-95 STATUS of WOMEN

in Provincially-Assisted Ontario Universities and Related Institutions

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1985-86 to 1994-95 STATUS of WOMEN

in Provincially-Assisted Ontario Universities and Related Institutions

Committee on the Status of Women

Council of Ontario Universities
Conseil des universités de l'Ontario
444 Yonge Street, Suite 203
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M5B 2H4

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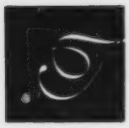
Beginning with this issue, the Committee on the Status of Women of the Council of Ontario Universities (COU) has assumed responsibility for publication of *Status of Women in Provincially-Assisted Ontario Universities and Related Institutions*, a series of statistical reports which were prepared by the Ontario Ministry of Colleges and Universities from the late 1970s until March 1992. The reports have been an extremely useful resource for monitoring changes in the participation of women students, faculty and administrative staff in Ontario universities.

The COU Committee on the Status of Women appreciates the co-operation of the Ministry of Education and Training in reviving and maintaining the report. In particular, we wish to thank Diane Crocker, Student Affairs Team, for coordinating the transfer of the project to COU; Julie Marsh, Capital Support Section, for the use of formats and historical data from the earlier reports; and Josephine Tang, Post-Secondary Operating Grants, for updating the tables before transferring them to COU. At COU, Arlene Levine, Research Analyst in the External Relations Division, prepared the tables and graphs for publication and Sheila Cannon, Administrative Assistant in the External Relations Division, designed the cover and text titles.



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SUMMARY AND HIGHLIGHTS

INTRODUCTION

This report from the Council of Ontario Universities Committee on the Status of Women continues a series of reports which were prepared by the Ontario Ministry of Colleges and Universities until 1992. The *Status of Women in Provincially-assisted Ontario Universities and Related Institutions* presents data for the years 1985-86 through to 1994-95. The report's purpose is to provide a cohesive series of tables which track women's participation at all levels within the Ontario university system.

Unless otherwise specified, the following summary and highlights uses the years 1985-86 and 1994-95 as the comparative basis.

STUDENT APPLICANTS/REGISTRANTS

The information presented in this section was obtained from the Council of Ontario Universities' (COU) annual report entitled "Application Statistics". In this report, COU assembles annual application and registration data obtained from the Ontario Universities' Application Centre.

As noted in COU's report, the Ontario Universities' Application Centre is responsible for processing all applications for first-year full-time applicants who were not previously registered at an Ontario university. Each "applicant" is allowed to indicate up to three choices of universities and programmes, each being considered a distinct "application". When these applicants subsequently register at a university, they are designated as "registered applicants".

Highlights:

- The proportion of women applicants has gradually increased from 48.6% in 1985 to 52.9% in 1994. Similarly, the proportion of women registered applicants increased from 50.5% to 55.1%.

- Women are still a minority in science and engineering programs, although the percentage of women applicants has increased. For example, the percentage of women applicants to engineering grew from 9.5% to 17.7%, while the percentage of women who registered rose from 10.8% to 21.0%.

STUDENT ENROLMENT/PARTICIPATION

The tables presented within this section illustrate different levels of student activity at provincially-assisted Ontario universities. Table 2a presents both full and part-time enrolment data which includes degree, diploma, certificate and non-degree students. In contrast, Table 2b excludes the non-university diploma and certificate students, as well as those not seeking any qualifications, and presents only full-time enrolment data. Table 2c also presents only full-time enrolment data, however, it presents female enrolment data and a percent distribution by field. Finally, Table 2d provides data on full-time female enrolment at Ontario medical schools.

Highlights:

- The proportion of women participating full-time *(Table 2a)* at the undergraduate, masters, doctorate and "graduate-other" (masters qualifying year and graduate level diploma/certificate programmes) levels increased. However, the historical pattern of decreasing enrolment of women at each graduate level continues. In 1994, 53.6% of full-time undergraduates, 46.5% of masters students and 40.4% of doctoral students were women.

- A higher proportion of women than men enrol in universities on a part-time basis. The percentage at the undergraduate level is relatively stable at about 60%. At graduate level it increased from 45.2% to 52.7%.

- Table 2b shows that women's enrolment in science and engineering has continued to increase from very low levels. For example, between 1985 and 1994, there was an increase of 15% in the total undergraduate engineering enrolment, while the percentage of women increased 95%. At the doctoral level, the number of women studying engineering increased from 52 to 134, still only 10.9% of total full-time doctoral enrolment in this field.

- As shown on Table 2d, women's enrolment in Ontario medical schools was relatively stable over the decade, at around 40%.

DEGREES AWARDED

This section presents data concerning the number of degrees awarded at provincially-assisted Ontario universities by institution, level and gender. This information was obtained from Statistics Canada which in turn collected the information from the administrative records of Canadian degree-granting institutions.

As noted by Statistics Canada, the graduation survey counts the number of degrees, diplomas, and certificates awarded, not the individual students who received them; hence, double counting of individuals may occur. This is in contrast to its enrolment study which counts each student who

attends a university in the fall session once annually (regardless of the number of programmes in which the student is enroled).

Highlights:

- "Bachelor and First Professional" degrees awarded to women increased from 52.9% in 1985 to 58% in 1993 *(Table 3a)*.

- While women receive the majority of first degrees, they still receive less than half the Masters degrees awarded: 43.2% in 1985 and 48.5% in 1993 *(Table 3b)*.

- A further falling off of women's participation can be observed at the doctoral level, although degrees awarded to women increased from 251 (27.4% of the total) in 1985 to 477 (33.9% of the total in 1993) *(Table 3c)*.

FULL-TIME FACULTY

This section presents data obtained from Statistics Canada and in similarity with its enrolment and graduation surveys, the faculty information is obtained annually from the administrative records of Canadian degree-granting institutions. As noted by Statistics Canada, the faculty survey is designed to collect information on the characteristics of full-time teachers in all Canadian degree-granting institutions.

Highlights:

- Women full-time faculty were 16.6% of the total in 1985-86 and 22.1% of the total in 1992-93. During that period, the total full-time faculty increased by 3.1%, while women faculty increased by 36.6% *(Table 4a)*.

- As shown in *Tables 4b and 4c*, women faculty are most numerous in Education, Fine & Applied Arts, and Health Professions and Occupations. Although still a small minority, the number of women faculty in Engineering and Applied Science rose from 23 in 1985-86 to 57 in 1992-93.

- Although the percentage of women full professors has gradually increased, from 5.7% of the total in 1985-86 to 9.9% in 1992-93, the most significant increase in women faculty is in the assistant professor category, from 715 in 1985-86 to 1,130 in 1992-93, an increase of 58%. During the period, the total number of men faculty declined, from 11,172 to 10,769 *(Table 4c)*.

- *Tables 4e, 4f and 4g* show new full-time faculty appointments from 1985-86 through 1992-93, by institution, rank and type of appointment. In 1985-86, women were 31.3% of total new appointments; by 1992-93, this percentage had increased to 38.4%. Most new

appointments are at the assistant professor and lecturer level. *Table 4f* shows that the total number of new faculty appointments has declined in recent years, from a high of 1,283 in 1989-90 to 708 in 1992-93.

FACULTY-STUDENT COMPARISONS

Data presented within this section *(Tables 5a and 5b)* extract the proportion of females at each educational level by field, as presented in Table 2b, and contrast with the proportion of female faculty.

Highlights:

- No matter what the discipline, women's participation declines from the bachelor's degree level through each level of graduate study. The percentage of women faculty is lower still. Even in discipline groups such as education and the humanities, where women have long been a majority of students at the undergraduate level, fewer than one-third of the full-time faculty in 1992-93 were women (*Table 5a*).

- From 1990-91, the percentage of women receiving new faculty appointments has exceeded the percentage of women enroled in doctoral programs *(Table 5b)*.

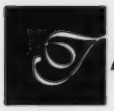
FULL-TIME NON-ACADEMIC STAFF

The information in this section has been provided by the Council of Ontario Universities (COU) which in turn collects this data every second year from the administrative records of provincially-assisted Ontario universities. As noted by COU, staff included in this category are those defined as full-time by the reporting institutions and who are not presently reported to Statistics Canada as academic staff or students.

Highlights:

- The percentage of women in non-academic positions has been relatively stable since 1985-86, but the proportion in upper and middle-level management and in professional and semi-professional positions has increased (*Table 6a)*. For example, women were 10.2% of Upper Level Managers in 1985-86; by 1993-94 they were 23.4% of that group. For Middle Managers, the percentage of women grew from 33.1% in 1985-86 to 50.4% in 1993-94.

- *Table 6b* illustrates the same pattern--an increase in the percentage of women in the higher salary ranges between 1985-86 and 1993-94. At the same time, women are disproportionately represented in the lower salary ranges.



TABLES AND CHARTS

Table 1

Applicants and Registered Applicants in Full-Time First Year Studies, by Program, Fall 1985 to 1994

	Fall 1985				Fall 1986				Fall 1987				Fall 1988				Fall 1989			
	Applicants		Registered Applicants		Applicants		Registered Applicants		Applicants		Registered Applicants		Applicants		Registered Applicants		Applicants		Registered Applicants	
Program	Total	% *Fem*	Total	% *Fem*	Total	% *Fem*	Total	% *Fem*	Total	% *Fem*	Total	% *Fem*	Total	% *Fem*	Total	% *Fem*	Total	% *Fem*	Total	% *Fem*
Arts	28,240	*57.5*	17,218	*59.2*	28,966	*58.4*	18,046	*59.5*	32,256	*58.2*	19,836	*60.0*	34,785	*59.1*	21,445	*61.0*	35,820	*59.1*	22,321	*60.8*
Science	13,614	*39.9*	7,780	*41.6*	12,556	*40.6*	7,828	*42.1*	12,640	*41.4*	8,049	*42.9*	12,953	*41.8*	8,203	*43.7*	12,838	*43.5*	8,145	*45.0*
Agriculture	572	*37.2*	258	*34.5*	426	*40.8*	223	*38.6*	401	*35.2*	185	*40.0*	274	*37.2*	235	*41.7*	361	*41.3*	216	*46.8*
Commerce & Business	9,062	*42.1*	4,216	*45.1*	9,315	*42.6*	3,975	*45.8*	9,673	*41.2*	4,268	*43.7*	11,140	*42.6*	4,963	*44.7*	12,355	*42.5*	5,431	*43.5*
Education	889	*81.9*	299	*80.3*	976	*80.4*	349	*82.5*	1,186	*84.3*	356	*83.7*	1,627	*81.6*	371	*78.7*	2,186	*83.5*	479	*83.5*
Engineering & Applied Sci	6,366	*9.5*	2,934	*10.8*	6,126	*10.2*	2,821	*11.8*	6,197	*10.2*	3,036	*12.6*	6,218	*10.9*	3,125	*13.5*	7,047	*11.4*	3,384	*13.1*
Environmental Studies	306	*38.9*	182	*42.9*	306	*30.5*	183	*32.2*	315	*29.8*	249	*39.0*	360	*37.5*	270	*39.3*	883	*38.7*	430	*38.8*
Fine/Applied Arts	1,583	*56.3*	534	*61.8*	1,701	*56.3*	569	*58.9*	1,826	*54.9*	535	*61.9*	1,866	*56.4*	611	*59.9*	3,343	*60.6*	947	*58.6*
Household Sci.	490	*92.9*	295	*90.5*	469	*92.3*	320	*90.0*	435	*93.1*	360	*83.6*	502	*89.2*	339	*84.1*	624	*90.4*	421	*88.6*
Journalism	735	*63.8*	190	*72.1*	722	*64.8*	188	*71.3*	725	*67.7*	202	*76.7*	768	*65.4*	218	*72.0*	1,902	*61.0*	488	*65.0*
Physical & Health Education	3,098	*47.9*	1,519	*54.1*	2,927	*49.0*	1,425	*56.1*	3,076	*46.5*	1,570	*52.6*	3,330	*46.3*	1,696	*54.2*	3,285	*45.3*	1,586	*55.7*
Social Work	563	*80.6*	223	*78.5*	562	*82.0*	249	*83.1*	510	*82.2*	206	*83.0*	524	*83.4*	212	*81.1*	780	*85.3*	276	*85.9*
Health Related:																				
Nursing	1,731	*94.9*	433	*96.8*	1,550	*93.7*	408	*95.8*	1,641	*92.4*	453	*95.8*	1,457	*92.9*	489	*95.1*	1,547	*92.3*	592	*96.1*
Pharmacy	666	*61.1*	166	*68.7*	664	*63.7*	166	*62.7*	743	*59.5*	168	*60.1*	704	*60.2*	165	*59.4*	612	*61.3*	164	*61.0*
Rehab. Med.	927	*84.9*	62	*91.9*	1,554	*80.7*	184	*91.8*	1,758	*80.1*	176	*89.2*	1,680	*79.1*	189	*88.9*	1,377	*78.0*	187	*86.6*
Other	2,475	*37.4*	742	*46.1*	2,450	*37.7*	755	*49.8*	2,475	*40.6*	704	*52.6*	2,675	*40.4*	738	*49.5*	3,041	*38.1*	900	*45.7*
TOTAL	71,337	*48.6*	37,061	*50.5*	71,316	*49.8*	37,689	*51.5*	75,856	*50.1*	40,352	*51.8*	80,843	*50.9*	43,269	*52.7*	87,801	*51.2*	45,967	*52.9*

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Table 1

Applicants and Registered Applicants in Full-Time First Year Studies, by Program, Fall 1985 to 1994

	Fall 1990				Fall 1991				Fall 1992				Fall 1993				Fall 1994			
	Applicants		Registered Applicants		Applicants		Registered Applicants		Applicants		Registered Applicants		Applicants		Registered Applicants		Applicants		Registered Applicants	
Program	Total	% *Fem*	Total	% *Fem*	Total	% *Fem*	Total	% *Fem*	Total	% *Fem*	Total	% *Fem*	Total	% *Fem*	Total	% *Fem*	Total	% *Fem*	Total	% *Fem*
Arts	36,936	*60.0*	22,544	*62.4*	36,918	*59.3*	22,863	*62.1*	35,386	*59.1*	20,945	*62.4*	34,191	*60.7*	20,709	*63.2*	32,765	*61.0*	21,001	*63.0*
Science	13,037	*43.0*	6,010	*45.1*	13,426	*43.3*	6,407	*44.5*	14,828	*45.3*	8,346	*47.6*	15,704	*46.1*	8,866	*47.4*	16,378	*47.0*	9,252	*49.7*
Agriculture	381	*47.8*	227	*49.8*	421	*47.0*	239	*51.5*	356	*48.0*	236	*54.7*	354	*50.6*	200	*59.5*	314	*48.4*	196	*55.6*
Commerce & Business	11,966	*42.4*	5,358	*44.1*	11,166	*42.2*	5,229	*43.5*	11,975	*43.9*	5,380	*44.9*	10,994	*43.3*	5,626	*44.5*	11,261	*42.8*	5,352	*43.7*
Education	2,349	*82.2*	432	*78.7*	2,480	*83.6*	508	*83.9*	2,486	*81.1*	500	*80.4*	1,956	*78.3*	472	*81.8*	1,945	*80.8*	455	*82.0*
Engineering & Applied Sci.	7,547	*13.4*	3,701	*15.5*	7,827	*14.4*	3,886	*16.6*	8,328	*15.6*	3,988	*18.8*	7,976	*16.5*	3,985	*19.6*	7,491	*17.7*	3,772	*21.0*
Environmental Studies	849	*40.9*	443	*46.5*	997	*40.7*	567	*44.6*	1,141	*45.3*	637	*51.3*	1,145	*44.0*	601	*50.4*	1,121	*43.3*	606	*49.7*
Fine/Applied Arts	3,294	*58.9*	1,062	*60.5*	3,309	*60.0*	1,130	*63.3*	3,406	*58.6*	1,104	*63.3*	3,163	*57.4*	1,155	*65.0*	3,290	*58.5*	1,062	*64.1*
Household Sci.	656	*88.9*	360	*91.7*	655	*90.7*	258	*96.9*	566	*93.7*	287	*96.5*	631	*92.2*	254	*95.7*	677	*91.0*	242	*91.3*
Journalism	1,901	*59.0*	483	*65.8*	1,733	*61.1*	509	*65.6*	1,662	*58.1*	503	*65.4*	1,620	*59.0*	486	*68.2*	1,872	*55.5*	377	*66.0*
Physical & Health Education	3,496	*45.7*	1,729	*54.9*	3,377	*45.5*	1,680	*54.0*	3,796	*45.1*	1,614	*52.7*	3,578	*48.2*	1,663	*55.7*	3,667	*50.0*	1,792	*57.3*
Social Work	776	*82.0*	267	*85.4*	966	*80.4*	356	*86.0*	1,110	*80.4*	322	*81.4*	1,227	*82.5*	344	*86.0*	1,384	*82.5*	362	*85.4*
Health Related: Nursing	1,382	*92.3*	580	*95.2*	1,486	*89.2*	603	*94.5*	1,542	*90.3*	622	*92.3*	1,368	*89.0*	630	*91.3*	1,263	*86.7*	625	*90.9*
Pharmacy	475	*61.1*	167	*60.5*	551	*63.5*	148	*61.5*	545	*59.3*	157	*56.1*								
Rehab. Med.	1,198	*78.5*	197	*87.8*	1,279	*76.3*	207	*88.4*	1,572	*76.7*	217	*82.9*	1,705	*74.5*	210	*84.3*	2,274	*74.5*	158	*84.8*
Other	3,280	*39.1*	964	*50.4*	3,400	*41.1*	1,030	*49.3*	3,809	*42.8*	1,046	*52.2*	3,484	*48.0*	1,071	*51.5*	3,446	*50.4*	1,019	*52.6*
TOTAL	89,525	*51.3*	46,524	*53.9*	90,015	*51.4*	47,620	*53.6*	92,510	*51.4*	45,904	*54.2*	89,096	*52.2*	46,241	*54.5*	89,348	*52.9*	46,293	*55.1*

Chart 1

Women Applicants and Registered Applicants as a percentage of Total, 1985 to 1994

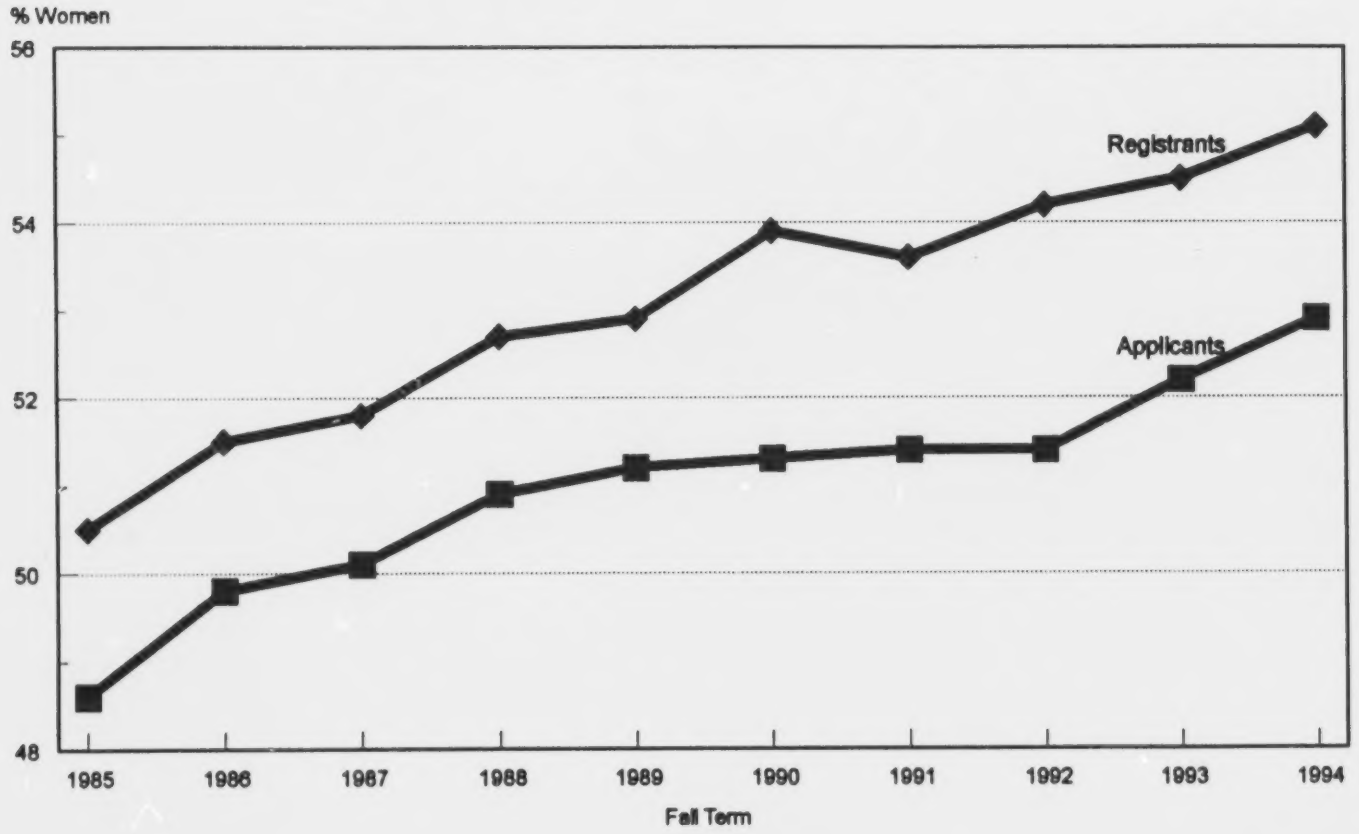

Table 2a

Women's Participation at University, by Registration Status and Level of Study, Fall 1985 to 1994

	Fall 1985		Fall 1986		Fall 1987		Fall 1988		Fall 1989	
	Total Enrolled	% *Women*	Total Enrolled	% *Women*	Total Enrolled	% *Women*	Total Enrolled	% *Women*	Total Enrolled	% *Women*
I. FULL-TIME										
Undergraduate	167,315	*48.8*	167,013	*49.4*	174,013	*50.2*	181,297	*51.0*	187,764	*51.7*
Masters	11,115	*43.9*	11,415	*43.8*	11,748	*42.9*	12,147	*43.7*	12,438	*44.4*
Doctorate	5,925	*35.5*	6,130	*36.9*	6,471	*37.8*	6,923	*37.3*	7,390	*36.7*
Graduate-Other (1)	653	*49.0*	626	*51.0*	635	*55.0*	605	*57.5*	523	*59.8*
Graduate Total	17,693	*41.3*	18,171	*41.7*	18,854	*41.5*	19,675	*41.9*	20,351	*42.0*
TOTAL	185,008	*48.1*	185,184	*48.7*	192,867	*49.3*	200,972	*50.1*	208,115	*50.8*
II. PART-TIME										
Undergraduate	86,232	*62.6*	87,494	*63.4*	88,026	*64.9*	90,741	*65.5*	91,275	*65.6*
Masters	9,097	*46.0*	8,907	*47.2*	9,023	*48.5*	9,155	*49.8*	9,416	*50.0*
Doctorate	1,375	*36.7*	1,309	*37.1*	1,296	*38.4*	1,315	*39.5*	1,360	*39.3*
Graduate-Other (1)	1,688	*47.9*	1,538	*51.8*	1,680	*55.5*	1,835	*52.5*	1,679	*55.3*
Graduate Total	12,160	*45.2*	11,754	*46.6*	11,999	*48.4*	12,105	*49.0*	12,455	*49.5*
TOTAL	98,392	*60.5*	99,248	*61.4*	100,025	*62.9*	102,846	*63.6*	103,730	*63.7*
III. FULL AND PART-TIME										
Undergraduate	253,547	*53.5*	254,507	*54.2*	262,039	*55.1*	272,038	*55.8*	279,039	*56.3*
Masters	20,212	*44.8*	20,322	*45.3*	20,771	*45.3*	21,302	*46.3*	21,854	*46.8*
Doctorate	7,300	*35.7*	7,439	*36.9*	7,767	*37.9*	8,238	*37.7*	8,750	*37.1*
Graduate-Other (1)	2,341	*46.2*	2,164	*51.5*	2,315	*55.3*	2,240	*53.9*	2,202	*56.4*
Graduate Total	29,853	*42.9*	29,925	*43.6*	30,853	*44.2*	31,780	*44.6*	32,806	*44.9*
TOTAL	283,400	*52.4*	284,432	*53.1*	292,892	*54.0*	303,818	*54.7*	311,845	*55.1*

Table 2a

Women's Participation at University, by Registration Status and Level of Study, Fall 1985 to 1994

	Fall 1990		Fall 1991		Fall 1992		Fall 1993		Fall 1994	
	Total Enrolled	% Women	Total Enrolled	% Women	Total Enrolled	% Women	Total Enrolled	% Women	Total Enrolled	% Women
I. FULL-TIME										
Undergraduate	194,915	52.3	202,415	52.6	206,452	52.9	206,615	53.2	205,491	53.6
Masters	12,797	45.1	13,734	45.2	14,332	45.7	14,505	46.3	14,547	46.5
Doctorate	7,934	36.4	8,492	36.1	8,931	36.6	9,220	38.5	9,317	40.4
Graduate-Other (1)	553	62.6	547	64.4	545	61.1	517	59.8	464	61.4
Graduate Total	21,284	42.3	22,773	42.3	23,808	42.6	24,242	43.6	24,328	44.5
TOTAL	216,199	51.3	225,188	51.5	230,260	51.8	230,857	52.2	229,819	52.6
II. PART-TIME										
Undergraduate	93,775	65.1	97,295	64.6	96,688	64.0	87,973	62.6	83,274	62.7
Masters	9,464	49.9	9,478	51.3	9,254	51.7	8,999	52.6	8,451	53.9
Doctorate	1,469	40.3	1,466	42.2	1,399	41.6	1,349	42.3	1,430	43.9
Graduate-Other (1)	1,795	54.7	1,674	55.5	1,580	50.6	1,390	51.7	1,114	54.7
Graduate Total	12,728	49.5	12,618	50.8	12,233	50.4	11,738	51.3	10,995	52.7
TOTAL	106,503	63.3	109,913	63.0	108,921	62.5	99,711	61.3	94,269	61.5
III. FULL AND PART-TIME										
Undergraduate	288,690	56.5	299,710	56.5	303,140	56.4	294,588	56.1	288,765	56.2
Masters	22,261	47.2	23,212	47.7	23,586	48.1	23,504	48.7	22,998	49.2
Doctorate	9,403	37.0	9,958	37.0	10,330	37.3	10,569	39.0	10,747	40.9
Graduate-Other (1)	2,348	56.6	2,221	57.7	2,125	53.3	1,907	53.9	1,578	56.7
Graduate Total	34,012	45.0	35,391	45.3	36,041	45.3	35,980	46.1	35,323	47.0
TOTAL	322,702	55.2	335,101	55.3	339,181	55.2	330,568	55.0	324,088	55.2

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Chart 2a

Women's Participation at University, by Registration Status and Level of Study, 1985 to 1994

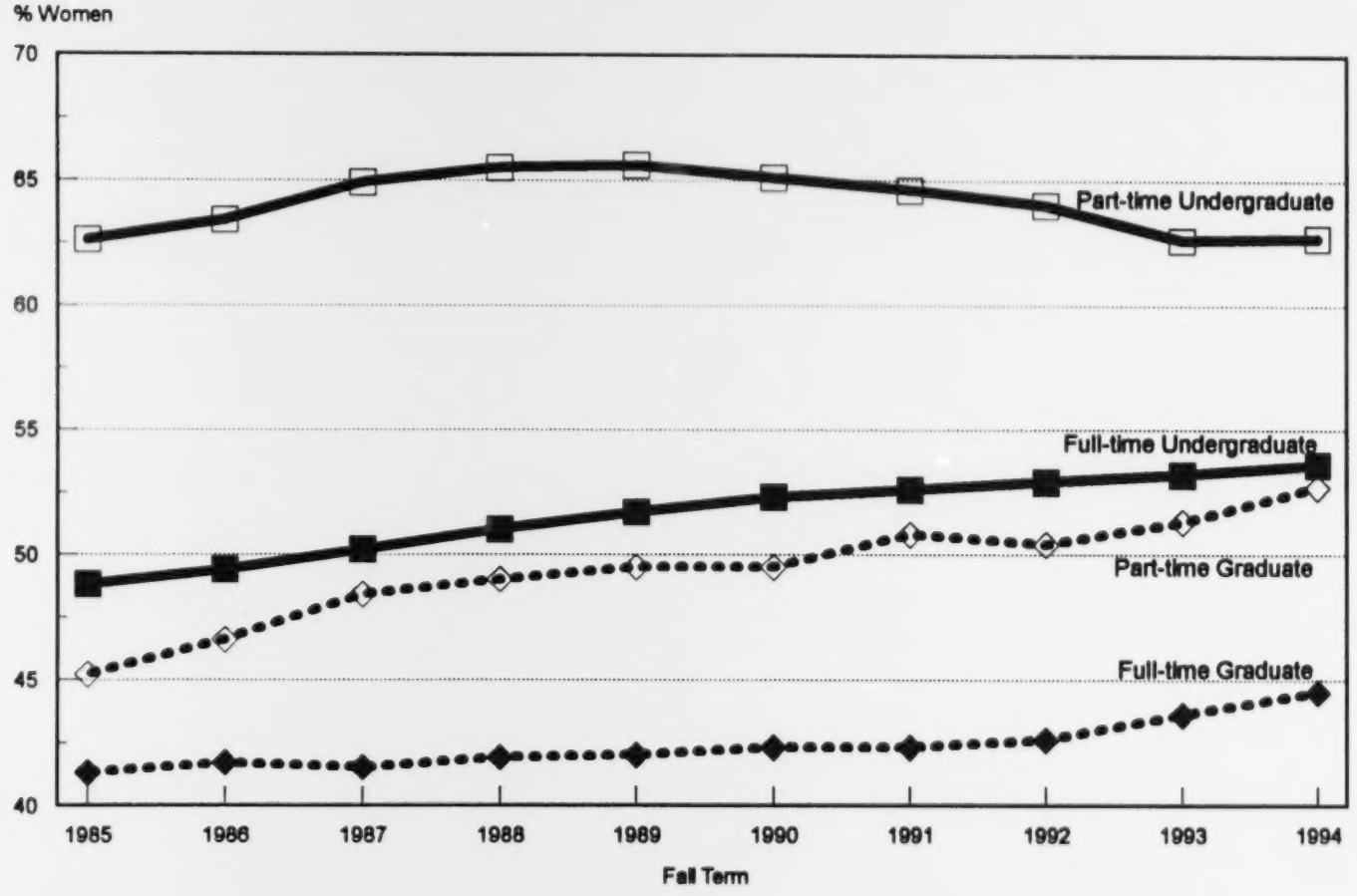

Table 2b

Full-Time Enrolment by Field and Level of Study *(% Distribution of Women within each Field)*, Fall 1985 to 1994

	Fall 1985			Fall 1986			Fall 1987			Fall 1988			Fall 1989		
	# Women	Total	% Women	# Women	Total	% Women	# Women	Total	% Women	# Women	Total	% Women	# Women	Total	% Women
UNDERGRADUATE [1]															
Arts & Science [2]	13,914	25,864	*53.8*	14,266	26,380	*54.1*	13,355	24,754	*54.0*	14,810	26,719	*55.4*	15,596	27,871	*56.0*
Education	6,152	10,063	*61.1*	6,202	10,137	*61.2*	6,468	10,610	*61.1*	6,969	11,322	*61.7*	7,603	12,193	*62.4*
Fine & Applied Arts	3,309	5,451	*60.7*	3,324	5,505	*60.4*	3,736	6,114	*61.1*	3,913	6,341	*61.7*	4,123	6,543	*63.0*
Humanities & Related	10,028	16,003	*62.7*	10,355	16,511	*62.7*	11,966	18,956	*63.2*	13,063	20,603	*63.5*	14,843	23,240	*63.9*
Social Sci. & Related	27,332	52,964	*51.6*	27,529	53,136	*51.8*	29,963	57,457	*52.2*	31,886	60,531	*52.7*	33,814	63,573	*53.2*
Agr. & Bio. Science	5,981	10,558	*56.5*	6,039	10,706	*56.4*	6,663	11,693	*57.2*	6,841	12,002	*57.0*	6,956	12,037	*57.8*
Eng. & App. Science	1,925	15,636	*12.3*	1,852	14,722	*12.6*	1,932	15,032	*12.9*	2,072	15,209	*13.6*	2,189	15,161	*14.4*
Health Prof. & Occup.	5,951	9,864	*60.3*	5,938	9,843	*60.3*	6,022	9,846	*61.2*	6,245	10,141	*61.6*	6,115	9,962	*61.3*
Math & Phy. Sciences	3,847	13,216	*29.1*	3,496	12,166	*28.7*	3,443	11,706	*29.4*	3,341	11,437	*29.2*	3,349	11,248	*29.8*
Not Reported	10	20	*50.0*	50	84	*59.5*	5	14	*35.7*	8	20	*40.0*	34	39	*87.2*
TOTAL	78,429	159,639	*49.1*	79,050	159,178	*49.7*	83,637	166,184	*50.3*	89,190	174,325	*51.2*	94,622	181,887	*52.0*
MASTERS [3]															
Education	433	679	*63.8*	429	650	*66.0*	461	670	*68.8*	476	696	*68.2*	472	726	*65.0*
Fine & Applied Arts	107	179	*59.8*	107	196	*54.6*	125	217	*57.6*	128	207	*61.8*	132	207	*63.8*
Humanities & Related	877	1,596	*54.9*	892	1,616	*55.2*	877	1,625	*54.0*	936	1,750	*53.5*	939	1,785	*52.6*
Social Sci. & Related	2,117	4,694	*45.1*	2,187	4,812	*45.4*	2,238	5,006	*44.7*	2,371	5,156	*46.0*	2,427	5,245	*46.3*
Agr. & Bio. Science	391	873	*44.8*	399	900	*44.3*	400	936	*42.7*	411	936	*43.8*	417	857	*48.7*
Eng. & App. Science	153	1,221	*12.5*	166	1,290	*13.0*	181	1,337	*13.5*	197	1,371	*14.4*	226	1,400	*16.1*
Health Prof. & Occup.	592	869	*68.1*	577	875	*65.9*	570	920	*62.0*	605	1,014	*59.7*	655	1,041	*62.9*
Math & Phy. Sciences	239	1,085	*22.0*	256	1,129	*22.7*	248	1,146	*21.6*	266	1,150	*23.1*	320	1,280	*25.0*
Not Reported	26	69	*37.7*	27	61	*44.3*	5	21	*23.8*	5	12	*41.7*	7	26	*26.9*
TOTAL	4,936	11,265	*43.8*	5,042	11,529	*43.7*	5,105	11,878	*43.0*	5,395	12,296	*43.9*	5,595	12,587	*44.5*
DOCTORATE [3]															
Education	257	425	*60.5*	309	474	*65.2*	338	524	*64.5*	357	535	*66.7*	379	577	*65.7*
Fine & Applied Arts	31	61	*50.8*	35	59	*59.3*	40	66	*60.6*	39	68	*57.4*	50	80	*62.5*
Humanities & Related	536	1,192	*45.1*	572	1,237	*46.2*	615	1,305	*47.1*	660	1,387	*47.6*	674	1,501	*44.9*
Social Sci. & Related	706	1,542	*45.8*	732	1,577	*46.4*	780	1,643	*47.5*	807	1,779	*45.4*	831	1,840	*45.2*
Agr. & Bio. Science	165	552	*29.9*	164	553	*29.7*	175	595	*29.4*	207	677	*30.6*	205	689	*29.8*
Eng. & App. Science	52	670	*7.8*	60	673	*8.9*	60	711	*8.4*	74	789	*9.4*	96	927	*10.6*
Health Prof. & Occup.	175	438	*40.0*	196	459	*43.1*	213	479	*44.5*	229	506	*45.3*	249	544	*45.8*
Math & Phy. Sciences	164	996	*16.4*	173	1,047	*16.5*	205	1,091	*18.8*	212	1,182	*17.9*	223	1,223	*18.2*
Not Reported	0	3	*0.0*	0	2	*0.0*	0	0	*0.0*	0	0	*0.0*	1	9	*11.1*
TOTAL	2,086	5,881	*35.5*	2,243	6,081	*36.9*	2,426	6,414	*37.8*	2,585	6,923	*37.3*	2,710	7,390	*36.7*

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Table 2b

Full-Time Enrolment by Field and Level of Study *(% Distribution of Women within each Field)*, Fall 1985 to 1994

	Fall 1990			Fall 1991			Fall 1992			Fall 1993			Fall 1994		
	# Women	Total	% Women	# Women	Total	% Women	# Women	Total	% Women	# Women	Total	% Women	# Women	Total	% Women
UNDERGRADUATE [1]															
Arts & Science [2]	15,666	27,640	56.8	16,079	28,268	56.9	13,570	24,126	56.2	13,742	23,996	57.3	13,692	24,230	56.5
Education	8,511	13,624	62.5	8,924	14,189	62.9	9,163	14,794	61.9	8,810	14,119	62.4	9,346	14,936	62.6
Fine & Applied Arts	4,304	6,756	63.7	4,582	7,343	62.4	4,632	7,372	62.8	4,766	7,567	63.0	4,833	7,660	62.9
Humanities & Related	15,829	24,845	63.7	16,298	25,536	63.8	16,717	26,463	63.2	16,027	25,366	63.1	15,196	24,137	63.0
Social Sci. & Related	35,493	66,952	53.0	37,339	68,526	54.5	40,194	72,667	55.3	40,576	72,663	55.8	40,470	71,715	56.4
Agr. & Bio. Science	7,157	12,117	59.1	7,549	12,712	59.4	8,032	13,366	60.1	8,527	14,085	60.5	8,831	14,536	60.7
Eng. & App. Science	2,512	15,936	15.8	2,891	16,888	17.1	3,197	17,393	18.4	3,501	17,765	19.7	3,748	17,946	20.9
Health Prof. & Occup.	6,185	10,108	61.2	6,311	10,242	61.6	6,452	10,444	61.8	6,710	10,636	63.1	6,807	10,679	63.7
Math & Phy. Sciences	3,567	11,781	30.3	3,655	12,096	30.2	3,822	12,506	30.6	3,894	12,667	30.7	3,801	12,316	30.9
Not Reported	1	3	33.3	25	36	69.4	83	148	56.1	236	463	51.0	92	234	39.3
TOTAL	99,247	186,781	52.8	103,653	195,836	52.9	105,862	199,279	53.1	106,791	199,371	53.6	106,814	196,413	53.8
MASTERS [3]															
Education	523	781	67.0	545	812	67.1	591	867	68.2	572	825	69.3	574	836	68.7
Fine & Applied Arts	155	235	66.0	175	279	62.7	192	300	64.0	208	314	66.2	209	321	65.1
Humanities & Related	961	1,809	54.2	1,101	2,021	54.5	1,155	2,057	56.1	1,171	2,039	57.4	1,152	2,022	57.0
Social Sci. & Related	2,460	5,275	46.6	2,661	5,697	46.7	2,726	5,937	45.9	2,739	5,906	46.4	2,730	5,944	45.9
Agr. & Bio. Science	415	864	48.0	447	934	47.9	466	918	50.8	474	937	50.6	496	974	51.1
Eng. & App. Science	273	1,531	17.8	286	1,644	17.4	336	1,790	18.8	378	1,863	20.3	409	1,790	22.8
Health Prof. & Occup.	720	1,159	62.1	756	1,209	62.5	796	1,299	61.3	846	1,395	60.6	841	1,414	59.5
Math & Phy. Sciences	325	1,266	25.7	315	1,256	25.1	353	1,280	27.6	388	1,318	29.4	407	1,331	30.6
Not Reported	9	22	40.9	15	37	40.5	2	14	14.3	5	17	29.4	3	8	37.5
TOTAL	5,861	12,942	45.3	6,301	13,889	45.4	6,819	14,462	45.8	6,781	14,616	46.4	6,823	14,640	46.6
DOCTORATE [3]															
Education	389	573	67.9	417	631	66.1	441	671	65.7	459	680	67.5	474	684	69.3
Fine & Applied Arts	56	97	57.7	54	97	55.7	51	89	57.3	65	107	60.7	76	124	61.3
Humanities & Related	704	1,621	43.4	747	1,738	43.0	824	1,850	44.5	905	1,960	46.2	964	2,034	47.4
Social Sci. & Related	883	1,951	45.3	916	2,052	44.6	969	2,127	45.6	1,052	2,177	48.3	1,140	2,248	50.7
Agr. & Bio. Science	239	731	32.7	256	747	34.3	258	748	34.6	299	775	38.6	308	774	39.8
Eng. & App. Science	106	1,037	10.4	127	1,155	11.0	129	1,233	10.5	140	1,266	11.0	134	1,231	10.9
Health Prof. & Occup.	274	593	46.2	275	626	43.9	316	717	44.1	354	772	45.9	396	817	48.5
Math & Phy. Sciences	237	1,331	17.8	269	1,436	18.7	264	1,466	19.0	273	1,481	18.4	271	1,405	19.3
Not Reported	0	0	0.0	3	9	33.3	0	0	0.0	0	0	0.0	0	0	0.0
TOTAL	2,890	7,934	36.4	3,064	8,491	36.1	3,272	8,931	36.6	3,547	9,220	38.5	3,763	9,317	40.4

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Table 2c

Full-Time Enrolment *(and % Distribution of Women)* by Field and Level of Study Fall 1985 to 1994

	Fall 1985		Fall 1986		Fall 1987		Fall 1988		Fall 1989	
	# Total	% *Total*	# Total	% *Total*	# Total	% *Total*	# Total	% *Total*	# Total	% *Total*
UNDERGRADUATE [1]										
Arts & Science [2]	13,914	*17.7*	14,265	*18.0*	13,355	*16.0*	14,810	*16.6*	15,596	*16.5*
Education	6,152	*7.8*	6,202	*7.8*	6,488	*7.8*	6,989	*7.8*	7,603	*8.0*
Fine & Applied Arts	3,309	*4.2*	3,324	*4.2*	3,738	*4.5*	3,913	*4.4*	4,123	*4.4*
Humanities & Related	10,028	*12.8*	10,355	*13.1*	11,988	*14.3*	13,083	*14.7*	14,843	*15.7*
Social Sci. & Related	27,332	*34.8*	27,529	*34.8*	29,983	*35.8*	31,888	*35.8*	33,814	*35.7*
Agr. & Bio. Science	5,961	*7.6*	6,039	*7.6*	6,683	*8.0*	6,841	*7.7*	6,956	*7.4*
Eng. & App. Science	1,925	*2.5*	1,852	*2.3*	1,932	*2.3*	2,072	*2.3*	2,189	*2.3*
Health Prof. & Occup.	5,951	*7.6*	5,938	*7.5*	6,022	*7.2*	6,245	*7.0*	6,115	*6.5*
Math & Phy. Sciences	3,847	*4.9*	3,498	*4.4*	3,443	*4.1*	3,341	*3.7*	3,349	*3.5*
Not Reported	10	*0.0*	50	*0.1*	5	*0.0*	8	*0.0*	34	*0.0*
TOTAL	78,429	*100.0*	79,050	*100.0*	83,637	*100.0*	89,190	*100.0*	94,622	*100.0*
MASTERS [3]										
Education	433	*8.8*	429	*8.5*	461	*9.0*	476	*8.8*	472	*8.4*
Fine & Applied Arts	107	*2.2*	107	*2.1*	125	*2.4*	128	*2.4*	132	*2.4*
Humanities & Related	877	*17.8*	892	*17.7*	877	*17.2*	936	*17.3*	939	*16.8*
Social Sci. & Related	2,117	*42.9*	2,187	*43.4*	2,238	*43.8*	2,371	*43.9*	2,427	*43.4*
Agr. & Bio. Science	391	*7.9*	399	*7.9*	400	*7.8*	411	*7.6*	417	*7.5*
Eng. & App. Science	153	*3.1*	168	*3.3*	181	*3.5*	197	*3.7*	226	*4.0*
Health Prof. & Occup.	592	*12.0*	577	*11.4*	570	*11.2*	605	*11.2*	655	*11.7*
Math & Phy. Sciences	239	*4.8*	256	*5.1*	248	*4.9*	266	*4.9*	320	*5.7*
Not Reported	26	*0.5*	27	*0.5*	5	*0.1*	5	*0.1*	7	*0.1*
TOTAL	4,935	*100.0*	5,042	*100.0*	5,105	*100.0*	5,395	*100.0*	5,595	*100.0*
DOCTORATE [3]										
Education	257	*12.3*	309	*13.8*	338	*13.9*	357	*13.8*	379	*14.0*
Fine & Applied Arts	31	*1.5*	35	*1.6*	40	*1.6*	39	*1.5*	50	*1.8*
Humanities & Related	538	*25.8*	572	*25.5*	615	*25.4*	660	*25.5*	674	*24.9*
Social Sci. & Related	706	*33.8*	732	*32.6*	780	*32.2*	807	*31.2*	831	*30.7*
Agr. & Bio. Science	165	*7.9*	164	*7.3*	175	*7.2*	207	*8.0*	205	*7.6*
Eng. & App. Science	52	*2.5*	60	*2.7*	60	*2.5*	74	*2.9*	98	*3.6*
Health Prof. & Occup.	175	*8.4*	198	*8.8*	213	*8.8*	229	*8.9*	249	*9.2*
Math & Phy. Sciences	164	*7.9*	173	*7.7*	205	*8.5*	212	*8.2*	223	*8.2*
Not Reported	0	*0.0*	0	*0.0*	0	*0.0*	0	*0.0*	1	*0.0*
TOTAL	2,088	*100.0*	2,243	*100.0*	2,426	*100.0*	2,585	*100.0*	2,710	*100.0*

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Table 2c

Full-Time Enrolment *(and % Distribution of Women)* by Field and Level of Study Fall 1985 to 1994

	Fall 1990		Fall 1991		Fall 1992		Fall 1993		Fall 1994	
	# Total	% *Total*	# Total	% *Total*	# Total	% *Total*	# Total	% *Total*	# Total	% *Total*
UNDERGRADUATE (1)										
Arts & Science (2)	15,688	*15.8*	16,079	*15.5*	13,570	*12.8*	13,742	*12.9*	13,692	*12.8*
Education	8,511	*8.6*	8,924	*8.6*	9,163	*8.7*	8,810	*8.2*	9,346	*8.7*
Fine & Applied Arts	4,304	*4.3*	4,582	*4.4*	4,632	*4.4*	4,766	*4.5*	4,833	*4.5*
Humanities & Related	15,829	*15.9*	16,296	*15.7*	16,717	*15.8*	16,027	*15.0*	15,196	*14.2*
Social Sci. & Related	35,493	*35.8*	37,339	*36.0*	40,194	*38.0*	40,576	*38.0*	40,470	*37.9*
Agr. & Bio. Science	7,157	*7.2*	7,549	*7.3*	8,032	*7.6*	8,527	*8.0*	8,831	*8.3*
Eng. & App. Science	2,512	*2.5*	2,891	*2.8*	3,197	*3.0*	3,501	*3.3*	3,746	*3.5*
Health Prof. & Occup.	6,185	*6.2*	6,311	*6.1*	6,452	*6.1*	6,710	*6.3*	6,807	*6.4*
Math & Phy. Sciences	3,567	*3.6*	3,655	*3.5*	3,822	*3.6*	3,894	*3.6*	3,801	*3.6*
Not Reported	1	*0.0*	25	*0.0*	83	*0.1*	236	*0.2*	92	*0.1*
TOTAL	99,247	*100.0*	103,653	*100.0*	105,862	*100.0*	106,791	*100.0*	106,814	*100.0*
MASTERS (3)										
Education	523	*8.9*	545	*8.6*	591	*8.9*	572	*8.4*	574	*8.4*
Fine & Applied Arts	155	*2.6*	175	*2.8*	192	*2.9*	208	*3.1*	209	*3.1*
Humanities & Related	981	*16.7*	1,101	*17.5*	1,155	*17.4*	1,171	*17.3*	1,152	*16.9*
Social Sci. & Related	2,460	*42.0*	2,661	*42.2*	2,726	*41.2*	2,739	*40.4*	2,730	*40.0*
Agr. & Bio. Science	415	*7.1*	447	*7.1*	466	*7.0*	474	*7.0*	496	*7.3*
Eng. & App. Science	273	*4.7*	286	*4.5*	336	*5.1*	378	*5.6*	409	*6.0*
Health Prof. & Occup.	720	*12.3*	756	*12.0*	796	*12.0*	846	*12.5*	841	*12.3*
Math & Phy. Sciences	325	*5.5*	315	*5.0*	353	*5.3*	388	*5.7*	407	*6.0*
Not Reported	9	*0.2*	15	*0.2*	2	*0.0*	5	*0.1*	3	*0.0*
TOTAL	5,861	*100.0*	6,301	*100.0*	6,619	*100.0*	6,781	*100.0*	6,823	*100.0*
DOCTORATE (3)										
Education	389	*13.5*	417	*13.6*	441	*13.5*	459	*12.9*	474	*12.6*
Fine & Applied Arts	56	*1.9*	54	*1.8*	51	*1.6*	65	*1.8*	76	*2.0*
Humanities & Related	704	*24.4*	747	*24.4*	824	*25.2*	905	*25.5*	964	*25.6*
Social Sci. & Related	883	*30.6*	916	*29.9*	969	*29.6*	1,052	*29.7*	1,140	*30.3*
Agr. & Bio. Science	239	*8.3*	256	*8.4*	258	*7.9*	299	*8.4*	308	*8.2*
Eng. & App. Science	108	*3.7*	127	*4.1*	129	*3.9*	140	*3.9*	134	*3.6*
Health Prof. & Occup.	274	*9.5*	275	*9.0*	316	*9.7*	354	*10.0*	396	*10.5*
Math & Phy. Sciences	237	*8.2*	269	*8.8*	284	*8.7*	273	*7.7*	271	*7.2*
Not Reported	0	*0.0*	3	*0.1*	0	*0.0*	0	*0.0*	0	*0.0*
TOTAL	2,890	*100.0*	3,084	*100.0*	3,272	*100.0*	3,547	*100.0*	3,763	*100.0*

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Table 2d

Women's Undergraduate Enrolment at Ontario Medical Schools, 1985-86 to 1993-94.

	1985-86			1986-87			1987-88			1988-89			1989-90		
	Total	% Women	% Wmn Total 1st yr	Total	% Women	% Wmn Total 1st yr	Total	% Women	% Wmn Total 1st yr	Total	% Women	% Wmn Total 1st yr	Total	% Women	% Wmn Total 1st yr
McMaster	305	57.4	55.4	301	56.8	59.0	312	60.9	69.0	303	62.7	58.4	296	64.1	66.3
Ottawa	323	45.2	45.2	319	42.9	41.7	318	45.9	53.6	325	44.9	39.3	331	43.8	41.7
Queen's	291	38.5	31.4	296	35.8	31.9	300	36.3	40.5	304	36.2	36.2	296	37.2	34.7
Toronto	989	37.0	38.4	981	35.2	32.5	993	35.1	34.9	994	35.4	35.7	1,004	33.0	30.6
Western	416	34.4	37.1	419	34.6	32.7	425	34.1	39.8	415	36.9	39.6	412	35.7	32.7
TOTAL	2,324	40.5	41.1	2,316	39.0	38.0	2,348	40.0	44.5	2,341	40.6	40.9	2,341	39.5	38.8

Table 2d

Women's Undergraduate Enrolment at Ontario Medical Schools, 1985-86 to 1993-94.

	1990-91			1991-92			1992-93			1993-94		
	Total	% Women	% Wmn Total 1st yr	Total	% Women	% Wmn Total 1st yr	Total	% Women	% Wmn Total 1st yr	Total	% Women	% Wmn Total 1st yr
McMaster	301	65.8	73.3	301	66.1	59.6	300	64.7	61.0	294	61.9	67.0
Ottawa	332	42.2	36.9	330	39.7	41.7	337	40.9	41.7	331	41.1	45.9
Queen's	297	38.0	40.3	297	36.4	36.0	294	41.5	54.7	294	45.2	49.3
Toronto	1,009	33.0	32.9	1,004	34.0	37.5	1,001	35.1	39.3	919	37.6	42.1
Western	416	36.5	35.2	410	36.6	37.1	404	36.6	41.2	394	38.3	38.5
TOTAL	2,355	39.7	41.3	2,342	39.7	41.4	2,336	40.8	45.4	2,232	42.5	47.8

Table 3a

Bachelors and First Professional Degrees Awarded to Women, by Institution, 1985 to 1993

	1985			1986			1987			1988			1989		
Institution	Total	# Women	% Women	Total	# Women	% Women	Total	# Women	% Women	Total	# Women	% Women	Total	# Women	% Women
Brock	1,351	799	59.1	1,511	891	59.0	1,578	950	60.2	1,518	889	58.6	1,605	957	59.6
Carleton	1,991	986	49.5	2,057	987	48.0	2,186	1,085	49.6	2,242	1,133	50.5	2,222	1,107	49.8
Guelph	2,096	1,121	53.4	2,182	1,223	56.0	2,075	1,148	55.3	2,053	1,183	57.6	2,111	1,227	58.1
Lakehead	1,005	482	48.0	1,015	481	47.4	945	551	58.3	1,061	550	51.8	1,149	600	52.2
Laurentian	1,304	851	65.3	1,417	890	62.8	1,410	957	67.9	1,400	912	65.1	1,357	910	67.1
McMaster	2,501	1,291	51.6	2,625	1,391	53.0	2,544	1,356	53.3	2,564	1,430	55.8	2,592	1,386	53.5
Nipissing															
Ottawa	3,225	1,689	52.4	3,308	1,854	56.0	3,379	1,961	58.0	3,374	1,964	58.2	3,435	2,070	60.3
Queen's	3,130	1,762	56.3	3,133	1,814	57.9	3,097	1,763	56.9	3,098	1,771	57.2	3,148	1,796	57.1
Ryerson	1,347	656	48.7	1,461	745	51.0	1,218	644	52.9	1,832	976	53.3	1,836	1,013	55.2
Toronto	7,445	3,869	52.0	7,117	3,756	52.8	7,242	3,846	53.1	7,128	3,834	53.8	6,993	3,936	56.3
Trent	671	521	59.8	947	547	57.8	1,017	545	53.6	1,013	563	55.6	1,109	693	62.5
Waterloo	3,300	1,371	41.5	3,327	1,404	42.2	3,369	1,468	43.3	3,057	1,344	44.0	3,150	1,343	42.6
Western	5,143	2,858	55.6	5,100	2,836	55.6	5,021	2,766	55.1	4,920	2,793	56.8	5,120	2,807	54.8
Wilfrid Laurier	1,165	600	51.5	1,162	623	53.6	1,127	602	53.4	1,161	617	53.1	1,172	624	53.2
Windsor	2,267	1,135	50.1	2,128	1,145	53.8	2,190	1,136	51.9	2,225	1,178	52.9	2,215	1,177	53.1
York	4,662	2,651	56.9	5,101	2,936	57.6	5,069	2,920	57.6	5,032	2,993	59.5	5,359	3,313	61.8
TOTAL	42,605	22,642	52.9	43,591	23,523	54.0	43,487	23,700	54.5	43,678	24,130	55.2	44,573	24,959	56.0

Table 3a

Bachelors and First Professional Degrees Awarded to Women, by Institution, 1985 to 1993

	1990			1991			1992			1993		
Institution	Total	# Women	% *Women*	Total	# Women	% *Women*	Total	# Women	% *Women*	Total	# Women	% *Women*
Brock	1,701	1,079	*63.4*	1,916	1,241	*64.8*	1,979	1,258	*63.6*	2,133	1,347	*63.2*
Carleton	2,324	1,171	*50.4*	2,395	1,230	*51.4*	2,631	1,306	*49.6*	2,528	1,279	*50.6*
Guelph	2,105	1,242	*59.0*	2,069	1,230	*59.4*	2,291	1,363	*59.5*	2,552	1,582	*62.0*
Lakehead	1,194	666	*55.8*	1,288	731	*56.8*	1,324	734	*55.4*	1,473	848	*57.6*
Laurentian	1,603	1,085	*67.7*	1,754	1,211	*69.0*	1,749	1,145	*65.5*	1,346	879	*65.3*
McMaster	2,572	1,470	*57.2*	2,730	1,541	*56.4*	3,069	1,788	*58.3*	3,059	1,747	*57.1*
Nipissing										584	434	*74.3*
Ottawa	3,306	2,009	*60.7*	3,705	2,326	*62.8*	4,054	2,577	*63.6*	4,178	2,586	*61.9*
Queen's	3,206	1,804	*56.3*	3,321	1,941	*58.4*	3,620	2,114	*58.4*	3,517	2,063	*58.7*
Ryerson	2,018	1,136	*56.4*	1,941	1,067	*55.0*	2,095	1,201	*57.3*	2,038	1,157	*56.8*
Toronto	7,382	4,191	*56.8*	7,841	4,404	*56.2*	8,019	4,565	*56.9*	7,997	4,478	*56.0*
Trent	1,120	734	*65.5*	1,264	837	*66.2*	1,313	867	*66.0*	934	595	*63.7*
Waterloo	2,980	1,376	*46.5*	3,173	1,398	*44.1*	3,576	1,635	*45.7*	3,590	1,653	*46.0*
Western	5,319	2,965	*55.7*	5,345	2,971	*55.6*	5,483	3,063	*55.9*	5,563	3,093	*55.6*
Wilfrid Laurier	1,258	690	*54.8*	1,268	674	*53.2*	1,294	656	*50.7*	1,413	754	*53.4*
Windsor	2,383	1,296	*54.4*	2,505	1,383	*55.2*	2,632	1,451	*55.1*	2,738	1,535	*56.1*
York	5,756	3,645	*63.3*	5,719	3,823	*66.8*	6,657	4,411	*66.3*	6,802	4,372	*64.3*
TOTAL	46,209	26,561	*57.5*	48,234	28,006	*58.1*	51,786	30,134	*58.2*	52,445	30,402	*58.0*

Table 3b

Masters Degrees Awarded to Women, by Institution, 1985 to 1993

	1985			1986			1987			1988			1989		
Institution	Total	# Women	% Women	Total	# Women	% Women	Total	# Women	% Women	Total	# Women	% Women	Total	# Women	% Women
Brock	139	71	51.1	149	77	51.7	133	67	50.4	168	93	55.4	158	81	51.3
Carleton	371	175	47.2	398	179	45.0	436	202	46.3	399	181	45.4	404	187	46.3
Guelph	253	110	43.5	268	117	43.7	253	114	45.1	312	137	43.9	356	149	41.9
Lakehead	69	31	44.9	61	22	36.1	59	29	49.2	73	36	49.3	62	24	38.7
Laurentian	16	7	43.8	30	7	23.3	43	15	34.9	51	16	31.4	41	12	29.3
McMaster	380	131	34.5	380	139	36.6	423	164	38.8	454	173	38.1	481	165	35.8
Nipissing															
Ottawa	619	288	46.5	657	322	49.0	633	317	50.1	635	311	49.0	667	320	48.0
Queen's	535	193	36.1	573	209	36.5	573	202	35.3	552	222	40.2	546	212	38.8
Ryerson															
Toronto	2,001	984	49.2	1,941	1,027	52.9	1,998	1,044	52.3	1,883	1,005	53.4	1,975	1,036	52.5
Trent	10	5	50.0	15	8	53.3	11	6	54.5	10	3	30.0	16	4	25.0
Waterloo	477	117	24.5	409	106	25.9	388	137	35.3	434	126	29.0	377	123	32.6
Western	779	351	45.1	736	327	44.4	785	377	48.0	705	321	45.5	774	379	49.0
Wilfrid Laurier	146	75	51.4	167	98	58.7	181	94	51.9	187	107	57.2	243	122	50.2
Windsor	237	102	43.0	227	100	44.1	228	91	39.9	258	113	43.8	208	89	42.8
York	714	272	38.1	788	276	35.0	653	276	42.3	611	327	40.3	686	274	39.9
TOTAL	6,746	2,912	43.2	6,799	3,014	44.3	6,795	3,135	46.1	6,932	3,171	45.7	6,974	3,177	45.6

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Table 3b

Masters Degrees Awarded to Women, by Institution, 1985 to 1993

	1990			1991			1992			1993		
Institution	Total	# Women	% *Women*	Total	# Women	% *Women*	Total	# Women	% *Women*	Total	# Women	% *Women*
Brock	160	94	*58.8*	169	103	*60.9*	229	135	*59.0*	239	156	*65.3*
Carleton	422	212	*50.2*	458	221	*48.3*	524	251	*47.9*	587	276	*47.0*
Guelph	355	160	*45.1*	336	163	*48.5*	348	156	*44.8*	399	193	*48.4*
Lakehead	63	30	*47.6*	66	30	*45.5*	65	38	*58.5*	85	40	*47.1*
Laurentian	42	16	*38.1*	32	13	*40.6*	34	10	*29.4*	42	20	*47.6*
McMaster	500	210	*42.0*	488	190	*38.9*	518	202	*39.0*	483	173	*35.8*
Nipissing												
Ottawa	631	321	*50.9*	721	348	*48.3*	738	393	*53.3*	874	437	*50.0*
Queen's	677	279	*41.2*	626	249	*39.8*	600	254	*42.3*	706	303	*42.8*
Ryerson												
Toronto	1,995	1,036	*51.9*	2,040	1,102	*54.0*	2,223	1,176	*52.9*	2,291	1,271	*55.5*
Trent	17	7	*41.2*	18	6	*33.3*	28	10	*35.7*	28	9	*32.1*
Waterloo	345	117	*33.9*	387	133	*34.4*	494	173	*35.0*	504	211	*41.9*
Western	731	320	*43.8*	840	406	*48.6*	885	439	*49.6*	967	457	*47.3*
Wilfrid Laurier	233	126	*54.9*	259	132	*51.0*	239	127	*53.1*	276	146	*52.9*
Windsor	281	112	*39.9*	259	97	*37.5*	279	111	*39.8*	257	105	*40.9*
York	765	330	*43.1*	802	345	*43.0*	912	387	*42.4*	894	390	*43.6*
TOTAL	7,217	3,372	*46.7*	7,501	3,540	*47.2*	8,116	3,862	*47.6*	8,634	4,167	*48.5*

Table 3c

Doctoral Degrees Awarded to Women, by Institution, 1985 to 1993

	1985			1986			1987			1988			1989		
INSTITUTION	Total	# Women	% Women	Total	# Women	% Women	Total	# Women	% Women	Total	# Women	% Women	Total	# Women	% Women
Brock															
Carleton	42	10	23.8	44	6	13.6	42	10	23.8	43	13	30.2	50	12	24.0
Guelph	51	8	15.7	60	10	16.7	67	19	28.4	68	26	38.2	69	19	27.5
Lakehead															
Laurentian															
McMaster	96	19	19.4	76	11	14.5	90	23	25.6	79	19	24.1	82	24	29.3
Nipissing															
Ottawa	49	14	28.6	68	12	17.6	76	26	34.2	83	27	32.5	93	29	31.2
Queen's	73	24	32.9	93	26	28.0	96	27	28.1	73	22	30.1	86	23	26.7
Ryerson															
Toronto	333	107	32.1	393	126	32.1	392	139	35.5	394	145	36.8	397	164	41.3
Trent															
Waterloo	102	20	19.6	107	18	16.8	110	19	17.3	121	33	27.3	107	23	21.5
Western	84	21	25.0	99	23	23.2	111	27	24.3	88	26	29.5	102	41	40.2
Wilfrid Laurier															
Windsor	31	9	29.0	32	11	34.4	27	8	29.6	28	5	17.9	25	7	28.0
York	53	19	35.8	68	32	47.1	60	30	50.0	61	24	39.3	70	27	38.6
TOTAL	916	251	27.4	1,040	275	26.4	1,071	328	30.6	1,036	340	32.8	1,081	369	34.1

Table 3c

Doctoral Degrees Awarded to Women, by Institution, 1985 to 1993

	1990			1991			1992			1993		
INSTITUTION	Total	# Women	% *Women*	Total	# Women	% *Women*	Total	# Women	% *Women*	Total	# Women	% *Women*
Brock												
Carleton	45	13	*28.9*	61	15	*24.6*	67	17	*25.4*	47	14	*29.8*
Guelph	66	15	*22.7*	77	11	*14.3*	92	23	*25.0*	75	25	*33.3*
Lakehead												
Laurentian												
McMaster	96	23	*24.0*	76	21	*27.6*	100	30	*30.0*	118	34	*28.8*
Nipissing												
Ottawa	90	36	*40.0*	102	39	*38.2*	98	36	*36.7*	113	40	*35.4*
Queen's	103	35	*34.0*	132	33	*25.0*	140	41	*29.3*	127	39	*30.7*
Ryerson												
Toronto	442	190	*43.0*	527	205	*38.9*	477	196	*41.1*	520	198	*38.1*
Trent												
Waterloo	99	16	*16.2*	84	27	*32.1*	131	33	*25.2*	138	33	*23.9*
Western	104	28	*26.9*	102	32	*31.4*	113	34	*30.1*	147	46	*31.3*
Wilfrid Laurier	1	1	*100.0*	1	1	*100.0*	1	0	*0.0*	4	2	*50.0*
Windsor	32	12	*37.5*	29	8	*27.6*	29	8	*27.6*	24	3	*12.5*
York	65	25	*38.5*	80	34	*42.5*	98	45	*45.9*	96	43	*44.8*
TOTAL	1,143	394	*34.5*	1,271	426	*33.5*	1,346	463	*34.4*	1,409	477	*33.9*

Chart 3

Percentage of Bachelor/1st Professional, Masters and Doctoral Degrees Awarded to Women, 1985 to 1993

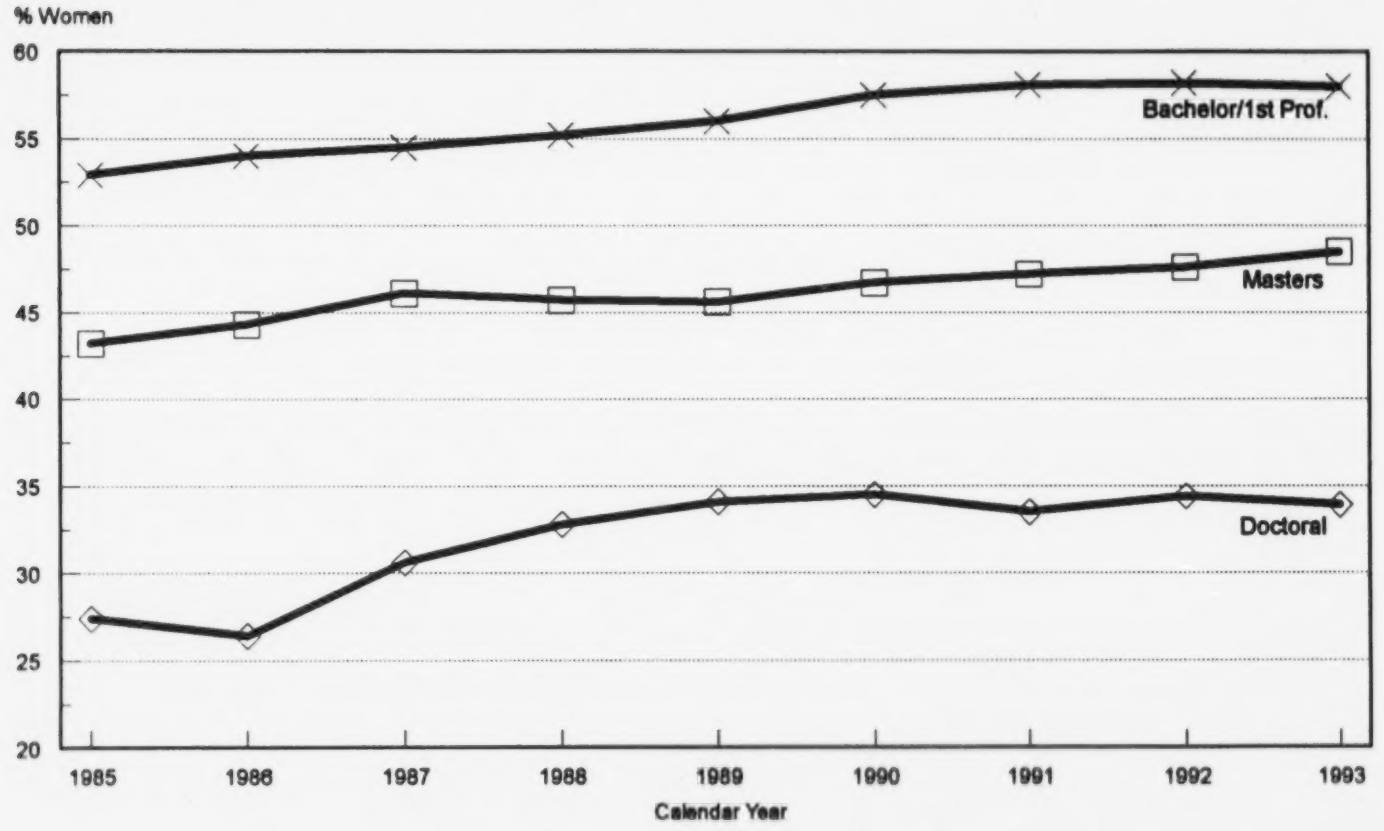

Table 4a

Full-Time Women Faculty by Institution, 1985-86 to 1992-93

	1985-86			1986-87			1987-88			1988-89		
Institution	Total	# Women	% Women	Total	# Women	% Women	Total	# Women	% Women	Total	# Women	% Women
Brock	270	46	17.0	273	47	17.2	304	57	18.8	314	58	18.5
Carleton	666	94	14.1	685	105	15.3	685	107	15.6	699	115	16.5
Dominicain	24	2	8.3	23	3	13.0	23	3	13.0	24	3	12.5
Guelph	769	103	13.4	766	109	14.2	749	103	13.8	757	117	15.5
Lakehead	253	33	13.0	250	33	13.2	248	38	15.3	258	41	15.9
Laurentian	368	66	17.9	376	74	19.7	385	80	20.8	417	90	21.6
McMaster	1,010	159	15.7	1,013	163	16.1	1,004	176	17.5	1,028	189	18.4
Nipissing												
O.I.S.E.	138	33	23.9	139	37	26.6	147	38	25.9	151	42	27.8
Ottawa	1,067	177	16.6	1,104	205	18.6	1,113	231	20.8	1,130	244	21.6
Queen's	966	122	12.4	1,006	129	12.8	1,031	154	14.9	1,061	166	15.6
Ryerson	684	194	28.4	677	199	29.4	681	198	29.1	693	206	29.7
Toronto	2,682	499	18.6	2,670	515	19.3	2,674	523	19.6	2,705	551	20.4
Trent	201	29	14.4	199	32	16.1	202	36	17.8	212	47	22.2
Waterloo	862	88	10.2	867	94	10.8	882	102	11.6	887	107	12.1
Western	1,531	241	15.7	1,565	258	16.5	1,593	269	16.9	1,606	284	17.7
Wilfrid Laurier	249	39	15.7	262	47	17.9	265	46	17.4	285	58	20.4
Windsor	518	70	13.5	534	71	13.3	521	74	14.2	519	76	14.6
York	1,124	235	20.9	1,117	234	20.9	1,098	223	20.3	1,127	250	22.2
TOTAL	13,402	2,230	16.6	13,526	2,355	17.4	13,606	2,458	18.1	13,672	2,644	19.1

Table 4a

Full-Time Women Faculty by Institution, 1989-90 to 1992-93

Institution	1989-90 Total	1989-90 # Women	1989-90 % Women	1990-91 Total	1990-91 # Women	1990-91 % Women	1991-92 Total	1991-92 # Women	1991-92 % Women	1992-93 Total	1992-93 # Women	1992-93 % Women
Brock	325	68	20.9	332	79	23.8	342	84	24.6	327	83	25.4
Carleton	710	121	17.0	732	139	19.0	700	151	21.6	742	165	22.2
Dominicain	24	4	16.7	24	4	16.7	28	4	14.3	28	4	14.3
Guelph	780	126	16.2	778	127	16.3	797	141	17.7	779	141	18.1
Lakehead	268	41	15.3	269	44	16.4	261	42	16.1	260	45	17.3
Laurentian	431	103	23.9	447	112	25.1	380	94	24.7	396	96	24.2
McMaster	1,056	206	19.5	1,052	222	21.1	1,049	229	21.8	1,051	233	22.2
Nipissing							68	19	27.9	69	21	30.4
O.I.S.E.	145	43	29.7	141	46	32.6	151	49	32.5	153	49	32.0
Ottawa	1,182	264	22.3	1,187	284	23.9	1,143	271	23.7	1,144	282	24.7
Queen's	1,058	178	16.8	1,065	184	17.3	1,035	184	17.8	1,014	189	18.6
Ryerson	742	242	32.6	660	212	32.1	566	173	30.5	560	175	31.3
Toronto	2,770	574	20.7	2,817	606	21.5	2,766	596	21.6	2,712	607	22.4
Trent	227	52	22.9	225	56	24.9	222	56	25.2	214	52	24.3
Waterloo	890	109	12.2	894	117	13.1	884	123	13.9	888	132	14.9
Western	1,612	304	18.9	1,624	314	19.3	1,539	286	18.6	1,539	287	18.6
Wilfrid Laurier	288	60	20.8	295	62	21.0	307	69	22.5	296	61	20.6
Windsor	525	96	18.3	517	103	19.9	507	104	20.5	512	119	23.2
York	1,128	265	23.5	1,147	287	25.0	1,143	299	26.2	1,133	307	27.1
TOTAL	14,161	2,856	20.2	14,206	2,998	21.1	13,890	2,976	21.4	13,817	3,048	22.1

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Table 4b

Full-Time Faculty by Field & Gender, 1985-86 to 1992-93

Field	1985-86				1986-87				1987-88				1988-89			
	Female		Male		Female		Male		Female		Male		Female		Male	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Education	186	8.3	674	6.0	192	8.2	662	5.9	216	8.8	643	5.8	238	9.0	635	5.7
Fine & Applied Arts	118	5.3	405	3.6	120	5.1	401	3.6	121	4.9	391	3.5	143	5.4	392	3.5
Humanities & Related	546	24.5	2,063	18.6	596	25.3	2,048	18.3	588	23.9	2,030	18.2	622	23.5	2,051	18.3
Social Science & Related	603	27.0	2,975	26.6	635	27.0	2,963	26.5	675	27.5	2,965	26.6	721	27.3	2,999	26.7
Agric. & Biological Sci.	127	5.7	651	5.8	127	5.4	650	5.8	126	5.1	635	5.7	126	4.8	623	5.5
Engineering & Applied Sci.	23	1.0	988	8.8	25	1.1	999	8.9	31	1.3	996	8.9	42	1.6	1,002	8.9
Health Professions & Occup.	512	23.0	1,700	15.2	526	22.3	1,675	15.0	556	22.6	1,678	15.1	578	21.9	1,681	15.0
Math & Physical Sciences	95	4.3	1,636	14.6	107	4.5	1,656	14.8	111	4.5	1,642	14.7	116	4.4	1,654	14.7
Not Reported	20	0.9	60	0.5	27	1.1	117	1.0	34	1.4	147	1.3	58	2.2	191	1.7
TOTAL	2,230	100	11,172	100	2,355	100	11,171	100	2,458	100	11,147	100	2,644	100	11,228	100

Table 4b

Full-Time Faculty by Field & Gender, 1985-86 to 1992-93

	1989-90				1990-91				1991-92				1992-93			
	Female		Male		Female		Male		Female		Male		Female		Male	
Field	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Education	267	9.3	631	5.6	272	9.1	632	5.6	255	8.6	611	5.6	268	8.8	594	5.5
Fine & Applied Arts	161	5.6	415	3.7	167	5.6	404	3.6	155	5.2	370	3.4	152	5.0	361	3.4
Humanities & Related	694	24.3	2,057	18.2	748	24.9	2,024	18.1	732	24.6	1,921	17.6	747	24.5	1,860	17.6
Social Science & Related	775	27.1	3,005	26.6	810	27.0	2,971	26.5	827	27.8	2,896	26.5	860	28.2	2,868	26.6
Agric. & Biological Sci.	137	4.8	664	5.8	136	4.5	659	5.9	144	4.8	656	6.0	147	4.8	643	6.0
Engineering & Applied Sci.	47	1.6	1,006	8.9	50	1.7	1,000	8.9	49	1.6	961	8.8	57	1.9	960	8.9
Health Professions & Occup.	622	21.8	1,781	15.8	656	21.9	1,793	16.0	624	21.0	1,755	16.1	663	21.8	1,777	16.5
Math & Physical Sciences	130	4.6	1,664	14.9	140	4.7	1,664	14.8	137	4.6	1,639	15.0	141	4.6	1,636	15.2
Not Reported	23	0.8	70	0.6	19	0.6	61	0.5	53	1.8	105	1.0	13	0.4	40	0.4
TOTAL	2,856	100	11,305	100	2,998	100	11,208	100	2,976	100	10,914	100	3,048	100	10,769	100

Table 4c

Full-Time Faculty by Field *(% Distribution of Women within each Field)*, 1985-86 to 1992-93

	1985-86			1986-87			1987-88			1988-89		
Field	Total	# Women	% *Women*	Total	# Women	% *Women*	Total	# Women	% *Women*	Total	# Women	% *Women*
Education	660	186	*21.6*	854	192	*22.5*	859	216	*25.1*	873	238	*27.3*
Fine & Applied Arts	523	118	*22.6*	521	120	*23.0*	512	121	*23.6*	535	143	*26.7*
Humanities & Related	2,629	546	*20.8*	2,644	596	*22.5*	2,618	588	*22.5*	2,673	622	*23.3*
Social Sci. & Related	3,578	603	*16.9*	3,598	635	*17.6*	3,660	675	*18.4*	3,720	721	*19.4*
Agric. & Biological Sci.	778	127	*16.3*	777	127	*16.3*	761	126	*16.6*	749	126	*16.8*
Engineering & Applied Sci.	1,011	23	*2.3*	1,024	25	*2.4*	1,027	31	*3.0*	1,044	42	*4.0*
Health Professions & Occup.	2,212	512	*23.1*	2,201	526	*23.9*	2,234	556	*24.9*	2,259	578	*25.6*
Math & Physical Sciences	1,731	95	*5.5*	1,763	107	*6.1*	1,753	111	*6.3*	1,770	116	*6.6*
Not Reported	80	20	*25.0*	144	27	*18.8*	181	34	*18.8*	249	58	*23.3*
TOTAL	13,402	2,230	*16.6*	13,526	2,355	*17.4*	13,605	2,458	*18.1*	13,872	2,644	*19.1*

Table 4c

Full-Time Faculty by Field *(% Distribution of Women within each Field)*, 1985-86 to 1992-93

	1989-90			1990-91			1991-92			1992-93		
Field	Total	# Women	% Women	Total	# Women	% Women	Total	# Women	% Women	Total	# Women	% Women
Education	898	267	29.7	904	272	30.1	866	255	29.4	862	268	31.1
Fine & Applied Arts	576	161	28.0	571	167	29.2	525	155	29.5	513	152	29.6
Humanities & Related	2,751	694	25.2	2,772	748	27.0	2,653	732	27.6	2,637	747	28.3
Social Sci. & Related	3,760	775	20.5	3,781	810	21.4	3,723	827	22.2	3,726	860	23.1
Agric. & Biological Sci.	791	137	17.3	795	136	17.1	800	144	18.0	790	147	18.6
Engineering & Applied Sci.	1,055	47	4.5	1,050	50	4.8	1,010	49	4.9	1,017	57	5.6
Health Professions & Occup.	2,403	622	25.9	2,449	656	26.8	2,379	624	26.2	2,440	663	27.2
Math & Physical Sciences	1,814	130	7.2	1,804	140	7.8	1,776	137	7.7	1,777	141	7.9
Not Reported	93	23	24.7	80	19	23.8	158	53	33.5	53	13	24.5
TOTAL	14,161	2,856	20.2	14,206	2,998	21.1	13,890	2,976	21.4	13,817	3,048	22.1

Table 4d

Full-Time Faculty by Rank and Gender, 1985-86 to 1994-95

	1985-86					1986-87					1987-88					1988-89				
	Female		Male			Female		Male			Female		Male			Female		Male		
Rank	No.	%	No.	%	Total	No.	%	No.	%	Total	No.	%	No.	%	Total	No.	%	No.	%	Total
Full Professor	260	5.7	4,306	94.3	4,566	269	5.8	4,361	94.2	4,630	289	6.2	4,384	93.8	4,673	298	6.3	4,414	93.7	4,712
Associate Professor	672	14.4	3,986	85.6	4,658	695	15.1	3,903	84.9	4,598	712	15.5	3,882	84.5	4,594	759	16.4	3,867	83.6	4,626
Assistant Professor	715	27.2	1,910	72.8	2,625	781	28.5	1,955	71.5	2,736	832	29.6	1,978	70.4	2,810	929	31.5	2,017	68.5	2,946
Lecturer	282	44.5	351	55.5	633	288	47.1	324	52.9	612	327	51.7	306	48.3	633	338	51.5	318	48.5	656
Next Rank	61	50.0	61	50.0	122	63	50.0	63	50.0	126	62	51.7	58	48.3	120	66	51.6	62	48.4	128
Other	240	30.1	556	69.9	796	259	31.4	565	68.6	824	236	30.5	539	69.5	775	254	31.6	550	68.4	804
TOTAL	2,230	16.6	11,172	83.4	13,402	2,355	17.4	11,171	82.6	13,526	2,456	18.1	11,147	81.9	13,605	2,644	19.1	11,228	80.9	13,872

Table 4d

Full-Time Faculty by Rank and Gender, 1989-90 to 1994-95

	1989-90					1990-91					1991-92					1992-93				
	Female		Male			Female		Male			Female		Male			Female		Male		
Rank	No.	%	No.	%	Total	No.	%	No.	%	Total	No.	%	No.	%	Total	No.	%	No.	%	Total
Full Professor	306	6.5	4,454	93.5	4,762	341	7.0	4,506	93.0	4,847	524	9.7	4,882	90.3	5,406	534	9.9	4,873	90.1	5,407
Associate Professor	824	17.7	3,824	82.3	4,648	877	18.9	3,763	81.1	4,640	917	20.0	3,668	80.0	4,585	967	21.2	3,659	78.8	4,646
Assistant Professor	989	32.4	2,064	67.6	3,053	1,084	34.7	2,041	65.3	3,125	1,113	35.7	2,003	64.3	3,116	1,130	37.6	1,877	62.4	3,007
Lecturer	355	52.8	317	47.2	672	335	51.5	316	48.5	651	312	54.8	257	45.2	569	291	53.6	252	46.4	543
Nsd Rank	82	52.6	74	47.4	156	91	55.5	73	44.5	164	68	54.8	56	45.2	124	66	55.0	54	45.0	120
Other	296	34.3	572	65.7	870	270	34.7	509	65.3	779	42	46.7	48	53.3	90	40	42.6	54	57.4	94
TOTAL	2,856	20.2	11,305	79.8	14,161	2,998	21.1	11,208	78.9	14,206	2,976	21.4	10,914	78.6	13,890	3,048	22.1	10,769	77.9	13,817

Table 4d

Full-Time Faculty by Rank and Gender, 1985-86 to 1994-95

	1993-94					1994-95				
	Female		Male			Female		Male		
Rank	No.	%	No.	%	Total	No.	%	No.	%	Total
Full Professor	585	10.4	4,879	89.6	5,444	594	11.1	4,779	88.9	5,373
Associate Professor	1,053	22.3	3,659	77.7	4,712	1,099	23.6	3,556	76.4	4,655
Assistant Professor	1,090	37.4	1,824	62.6	2,914	1,091	39.8	1,648	60.2	2,739
Rank below preceding	292	51.5	275	48.5	567	264	51.9	245	48.1	509
Other	101	50.5	99	49.5	200	95	52.8	85	47.2	180
TOTAL	3,101	22.4	10,736	77.6	13,837	3,143	23.4	10,313	76.6	13,456

Chart 4d

Percentage of Full-Time Women Faculty by Rank, 1985-86 to 1994-95

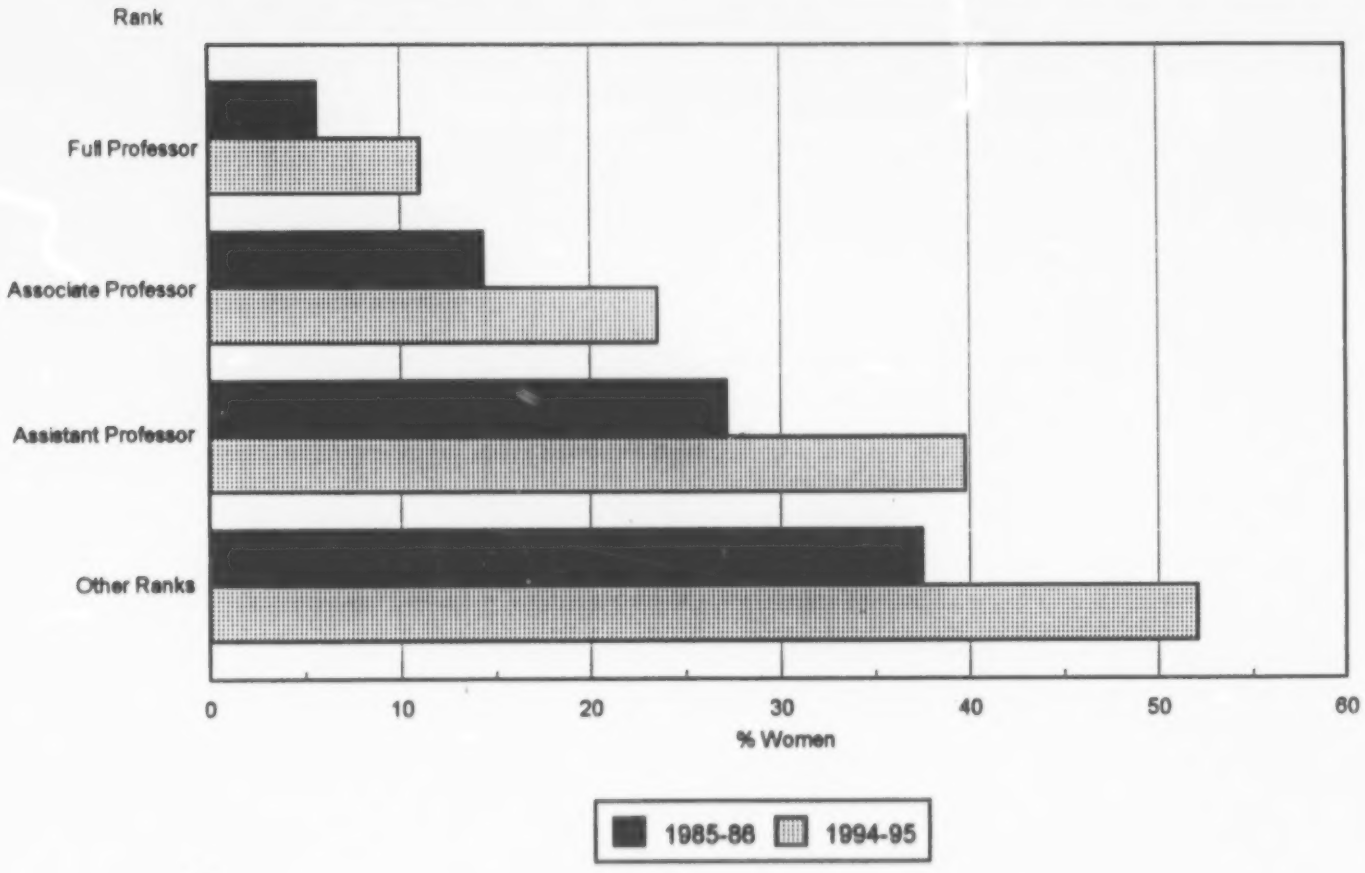


Table 4e

New Full-Time Faculty Appointments by Institution *(% Distribution of Women within each Field)*, 1985-86 to 1992-93

	1985-86			1986-87			1987-88			1988-89		
Institution	Total	# Women	% *Women*	Total	# Women	% *Women*	Total	# Women	% *Women*	Total	# Women	% *Women*
Brock	29	8	*27.6*	23	7	*30.4*	41	12	*29.3*	26	6	*23.1*
Carleton	44	13	*29.5*	48	17	*35.4*	45	6	*13.3*	55	15	*27.3*
Dominicain	0	0	*0.0*	2	1	*50.0*	1	0	*0.0*	1	0	*0.0*
Guelph	60	16	*26.7*	58	18	*31.0*	44	15	*34.1*	50	26	*52.0*
Lakehead	16	6	*37.5*	18	4	*22.2*	19	11	*57.9*	28	7	*25.0*
Laurentian	34	10	*29.4*	28	14	*50.0*	44	17	*38.6*	42	14	*33.3*
McMaster	60	25	*41.7*	57	13	*22.8*	57	21	*36.8*	92	29	*31.5*
Nipissing												
O.I.S.E.	3	3	*100.0*	5	5	*100.0*	11	4	*36.4*	6	5	*83.3*
Ottawa	82	28	*34.1*	114	42	*36.8*	93	46	*49.5*	91	36	*39.6*
Queen's	59	19	*32.2*	67	19	*28.4*	72	30	*41.7*	90	33	*36.7*
Ryerson	30	12	*40.0*	19	9	*47.4*	51	19	*37.3*	72	33	*45.8*
Toronto [1]	142	38	*26.8*	193	58	*30.1*	176	52	*29.5*	219	75	*34.2*
Trent	19	4	*21.1*	14	7	*50.0*	30	10	*33.3*	31	18	*58.1*
Waterloo [2]	49	12	*24.5*	50	10	*20.0*	53	14	*26.4*	51	11	*21.6*
Western	114	41	*36.0*	144	42	*29.2*	146	45	*30.8*	136	48	*35.3*
Wilfrid Lauri	29	9	*31.0*	33	13	*39.4*	33	9	*27.3*	40	15	*37.5*
Windsor	33	9	*27.3*	39	7	*17.9*	19	7	*36.8*	31	10	*32.3*
York	79	23	*29.1*	78	31	*39.7*	76	30	*39.5*	88	39	*44.3*
TOTAL	882	276	*31.3*	990	317	*32.0*	1,011	348	*34.4*	1,149	420	*36.6*

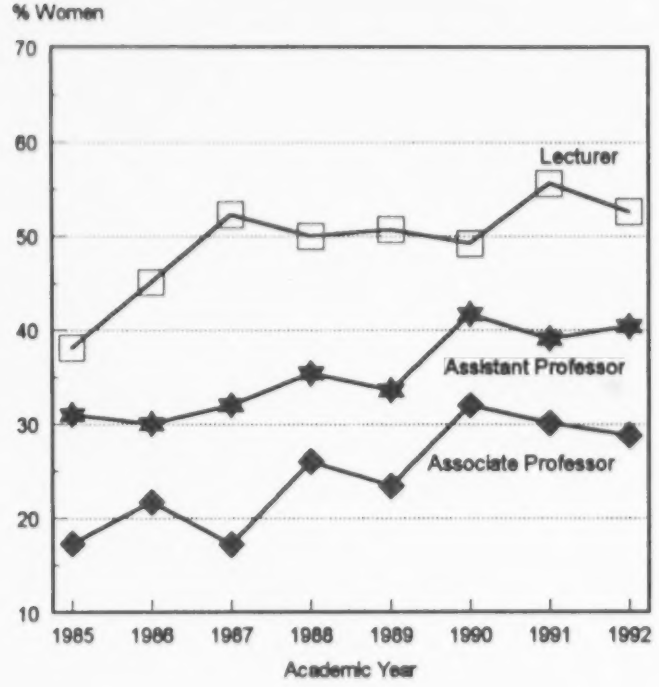
Table 4e

New Full-Time Faculty Appointments by Institution *(% Distribution of Women within each Field)*, 1989-90 to 1992-93

	1989-90			1990-91			1991-92			1992-93		
Institution	Total	# Women	% Women	Total	# Women	% Women	Total	# Women	% Women	Total	# Women	% Women
Brock	36	15	41.7	28	19	67.9	33	15	45.5	14	8	57.1
Carleton	36	9	25.0	45	20	44.4	39	22	56.4	29	11	37.9
Dominicain	3	1	33.3	0	0	0	5	1	20.0	0	0	0
Guelph	52	18	34.6	41	16	39.0	44	21	47.7	17	9	52.9
Lakehead	20	3	15.0	18	8	44.4	14	4	28.6	10	4	40.0
Laurentian	54	26	48.1	48	17	35.4	39	12	30.8	30	6	20.0
McMaster	101	32	31.7	56	29	51.8	46	23	47.9	37	15	40.5
Nipissing							9	5	55.6	7	4	57.1
O.I.S.E.	1	1	100.0	3	2	66.7	15	6	40.0	5	1	20.0
Ottawa	128	43	33.6	111	42	37.8	66	19	28.8	91	36	39.6
Queen's	66	27	40.9	59	19	32.2	52	21	40.4	36	16	44.4
Ryerson	99	50	50.5	34	20	58.8	9	5	55.6	13	7	53.8
Toronto [1]	301	79	26.2	231	65	36.8	188	61	32.4	198	65	32.8
Trent	41	15	36.6	34	17	50.0	21	10	47.6	5	2	40.0
Waterloo [2]	38	9	23.7	49	14	28.6	54	16	29.6	47	15	31.9
Western	161	63	39.1	132	55	41.7	85	31	36.5	89	27	30.3
Wilfrid Laurl	33	15	45.5	32	11	34.4	34	16	47.1	19	7	36.8
Windsor	38	23	60.5	25	16	64.0	21	8	38.1	20	14	70.0
York	75	36	48.0	75	38	50.7	57	32	56.1	41	25	61.0
TOTAL	1,283	465	36.2	1,021	426	41.9	833	326	39.4	706	272	38.4

Chart 4f

Percentage of New Full-Time Women Faculty, by Rank, 1985 to 1992



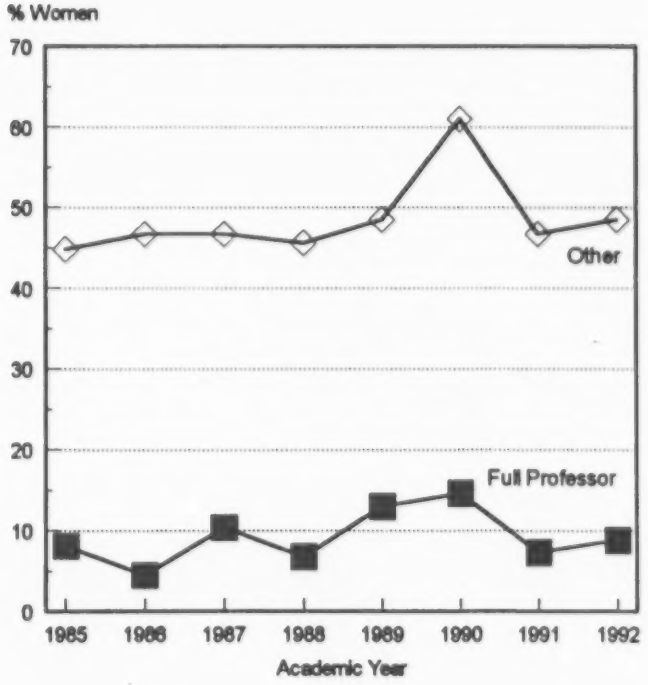


Table 4f

New Full-Time Faculty Appointments by Rank, 1985-86 to 1992-93

	Full Professor			Associate Professor			Assistant Professor			Lecturer			Other (1)			Total	
		Women			Women			Women			Women			Women			%
	Total	#	%	Total	#	%	Total	#	%	Total	#	%	Total	#	%	Total	Women
1985-86	62	5	8.1	81	14	17.3	445	138	31.0	189	72	38.1	105	47	44.8	882	31.3
1986-87	66	3	4.5	115	25	21.7	514	154	30.0	175	79	45.1	120	56	46.7	990	32.0
1987-88	77	8	10.4	116	20	17.2	497	159	32.0	199	104	52.3	122	57	46.7	1,011	34.4
1988-89	74	5	6.8	104	27	26.0	624	221	35.4	200	100	50.0	147	67	45.6	1,149	36.6
1989-90	100	13	13.0	128	30	23.4	636	214	33.6	223	113	50.7	196	95	48.5	1,283	36.2
1990-91	82	12	14.6	100	32	32.0	542	226	41.7	197	97	49.2	100	61	61.0	1,021	41.9
1991-92	55	4	7.3	83	25	30.1	514	201	39.1	151	84	55.6	30	14	46.7	833	39.4
1992-93	68	6	8.8	80	23	28.8	413	167	40.4	114	60	52.6	33	16	48.5	708	38.4

Table 4g

New Full-Time Faculty, by Type of Appointment and Rank, 1985-86 to 1992-93

1. FULL PROFESSOR

	Tenured			Leading to Tenure			Contract			Visitors			Continuing			Not Reported			Total		
		Women			Women			Women			Women			Women			Women			Women	
	Total	#	%	Total	#	%	Total	#	%	Total	#	%	Total	#	%	Total	#	%	Total	#	%
1985-86	28	4	14.3	6	0	0.0	11	1	9.1	17	0	0.0	0	0	.	0	0		62	5	8.1
1986-87	31	3	9.7	11	0	0.0	10	0	0.0	14	0	0.0	0	0		0	0		66	3	4.5
1987-88	37	2	5.4	8	1	12.5	12	4	33.3	20	1	5.0	0	0		0	0		77	8	10.4
1988-89	36	4	11.1	9	1	11.1	15	0	0.0	14	0	0.0	0	0		0	0		74	5	6.8
1989-90	58	8	13.8	6	1	16.7	21	1	4.8	14	3	21.4	1	0	0.0	0	0		100	13	13.0
1990-91	45	8	17.8	4	1	25.0	12	0	0.0	21	3	14.3	0	0		0	0		82	12	14.6
1991-92	35	4	11.4	8	0	0.0	6	0	0.0	5	0	0.0	1	0	0.0	0	0		55	4	7.3
1992-93	42	4	9.5	5	0	0.0	16	0	0.0	4	2	50.0	1	0	0.0	0	0		68	6	8.8

2. ASSOCIATE PROFESSOR

	Tenured			Leading to Tenure			Contract			Visitors			Continuing			Not Reported			Total		
		Women			Women			Women			Women			Women			Women			Women	
	Total	#	%	Total	#	%	Total	#	%	Total	#	%	Total	#	%	Total	#	%	Total	#	%
1985-86	9	2	22.2	37	5	13.5	19	4	21.1	15	2	13.3	0	0		1	1	100.0	81	14	17.3
1986-87	18	4	22.2	51	14	27.5	34	6	17.6	12	1	8.3	0	0		0	0		115	25	21.7
1987-88	11	2	18.2	67	11	16.4	26	7	26.9	12	0	0.0	0	0		0	0		116	20	17.2
1988-89	20	3	15.0	48	16	33.3	23	8	34.8	13	0	0.0	0	0		0	0		104	27	26.0
1989-90	34	9	26.5	57	15	26.3	26	5	19.2	11	1	9.1	0	0		0	0		128	30	23.4
1990-91	20	7	35.0	44	17	38.6	24	5	20.8	12	3	25.0	0	0		0	0		100	32	32.0
1991-92	20	9	45.0	41	15	36.6	19	1	5.3	3	0	0.0	0	0		0	0		83	25	30.1
1992-93	17	4	23.5	33	8	24.2	28	11	39.3	2	0	0.0	0	0		0	0		80	23	28.8

Table 4g

New Full-Time Faculty, by Type of Appointment and Rank, 1985-86 to 1992-93

3. ASSISTANT PROFESSOR

	Tenured			Leading to Tenure			Contract			Visitors			Continuing			Not Reported			Total		
		Women			Women			Women			Women			Women			Women			Women	
	Total	#	%	Total	#	%	Total	#	%	Total	#	%	Total	#	%	Total	#	%	Total	#	%
1985-86	4	1	25.0	163	49	30.1	250	84	33.6	26	3	11.5	2	1	50.0	0	0		445	138	31.0
1986-87	6	1	16.7	187	58	31.0	304	94	30.9	16	1	6.3	1	0	0.0	0	0		514	154	30.0
1987-88	1	0	0.0	229	76	33.2	245	77	31.4	22	6	27.3	0	0		0	0		497	159	32.0
1988-89	3	2	66.7	270	107	39.6	335	109	32.5	16	3	18.8	0	0		0	0		624	221	35.4
1989-90	5	0	0.0	267	99	37.1	339	107	31.6	24	8	33.3	1	0	0.0	0	0		636	214	33.6
1990-91	1	1	100.0	250	112	44.8	281	112	39.9	10	1	10.0	0	0		0	0		542	226	41.7
1991-92	6	2	33.3	254	109	42.9	238	85	35.7	5	2	40.0	11	3	27.3	0	0		514	201	39.1
1992-93	1	0	0.0	194	85	43.8	214	79	36.9	3	2	66.7	1	1	100.0	0	0		413	167	40.4

4. LECTURER

	Tenured			Leading to Tenure			Contract			Visitors			Continuing			Not Reported			Total		
		Women			Women			Women			Women			Women			Women			Women	
	Total	#	%	Total	#	%	Total	#	%	Total	#	%	Total	#	%	Total	#	%	Total	#	%
1985-86	0	0		18	5	27.8	183	65	39.9	1	0	0.0	6	2	33.3	1	0	0.0	189	72	38.1
1986-87	0	0		17	6	35.3	155	72	46.5	2	0	0.0	1	1	100.0	0	0		175	79	45.1
1987-88	0	0		23	16	69.6	174	86	49.4	2	2	100.0	0	0		0	0		199	104	52.3
1988-89	0	0		31	16	51.6	166	84	50.6	2	0	0.0	1	0	0.0	0	0		200	100	50.0
1989-90	0	0		36	20	55.6	185	92	49.7	1	1	100.0	1	0	0.0	0	0		223	113	50.7
1990-91	0	0		28	12	42.9	167	84	50.3	2	1	50.0	0	0		0	0		197	97	49.2
1991-92	0	0		34	23	67.6	115	60	52.2	2	1	50.0	0	0		0	0		151	84	55.6
1992-93	0	0		25	19	76.0	88	41	46.6	1	0	0.0	0	0		0	0		114	60	52.6

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Table 4g

New Full-Time Faculty, by Type of Appointment and Rank, 1985-86 to 1992-93

6. NEXT RANK

	Tenured			Leading to Tenure			Contract			Visitors			Continuing			Not Reported			Total		
		Women			Women			Women			Women			Women			Women			Women	
	Total	#	%	Total	#	%	Total	#	%	Total	#	%	Total	#	%	Total	#	%	Total	#	%
1985-86	0	0		0	0		40	23	57.5	0	0		1	1	100.0	0	0		41	24	58.5
1986-87	0	0		2	1	50.0	33	18	54.5	0	0		0	0		0	0		35	19	54.3
1987-88	0	0		1	0	0.0	42	25	59.5	0	0		0	0		0	0		43	25	58.1
1988-89	0	0		1	1	100.0	36	17	47.2	0	0		0	0		0	0		37	18	48.6
1989-90	0	0		1	0	0.0	48	26	54.2	0	0		0	0		0	0		49	26	53.1
1990-91	0	0		0	0		36	26	72.2	0	0		0	0		0	0		36	26	72.2
1991-92	0	0		2	2	100.0	14	9	64.3	0	0		0	0		0	0		16	11	68.8
1992-93	0	0		2	2	100.0	11	5	45.5	0	0		0	0		0	0		13	7	53.8

6. OTHER

	Tenured			Leading to Tenure			Contract			Visitors			Continuing			Not Reported			Total		
		Women			Women			Women			Women			Women			Women			Women	
	Total	#	%	Total	#	%	Total	#	%	Total	#	%	Total	#	%	Total	#	%	Total	#	%
1985-86	0	0		4	1	25.0	36	13	34.2	21	8	38.1	0	0		1	1	100.0	64	23	35.9
1986-87	0	0		27	18	66.7	33	15	45.5	25	4	16.0	0	0		0	0		85	37	43.5
1987-88	0	0		14	4	28.6	53	24	45.3	11	4	36.4	1	0	0.0	0	0		79	32	40.5
1988-89	1	0	0.0	27	12	44.4	67	33	49.3	15	4	26.7	0	0		0	0		110	49	44.5
1989-90	0	0		26	13	46.4	91	48	52.7	28	8	28.6	0	0		0	0		147	69	46.9
1990-91	0	0		7	4	57.1	36	22	57.9	19	9	47.4	0	0		0	0		64	35	54.7
1991-92	0	0		0	0		11	3	27.3	3	0	0.0	0	0		0	0		14	3	21.4
1992-93	0	0		0	0		14	4	28.6	6	5	83.3	0	0		0	0		20	9	45.0

Table 4g

New Full-Time Faculty, by Type of Appointment and Rank, 1985-86 to 1992-93

7. TOTAL - ALL RANKS

	Tenured			Leading to Tenure			Contract			Visitors			Continuing			Not Reported			Total		
		Women			Women			Women			Women			Women			Women			Women	
	Total	#	%	Total	#	%	Total	#	%	Total	#	%	Total	#	%	Total	#	%	Total	#	%
1985-86	41	7	17.1	226	60	26.3	521	190	36.5	60	13	16.3	9	4	44.4	3	2	66.7	862	276	31.3
1986-87	55	8	14.5	295	97	32.9	589	205	36.0	69	6	8.7	2	1	50.0	0	0		990	317	32.0
1987-88	49	4	8.2	342	108	31.6	552	223	40.4	67	13	19.4	1	0	0.0	0	0		1,011	348	34.4
1988-89	60	9	15.0	386	153	39.6	642	251	39.1	60	7	11.7	1	0	0.0	0	0		1,149	420	36.6
1989-90	97	17	17.5	395	148	37.5	710	279	39.3	78	21	26.9	3	0	0.0	0	0		1,283	465	36.2
1990-91	66	16	24.2	333	146	43.8	556	249	44.8	64	17	26.6	0	0		0	0		1,021	428	41.9
1991-92	61	15	24.6	339	149	44.0	403	158	39.2	18	3	16.7	12	3	25.0	0	0		833	328	39.4
1992-93	60	8	13.3	259	114	44.0	371	140	37.7	16	9	56.3	2	1	50.0	0	0		708	272	38.4

Table 4h

Average Salaries ($) for Full-Time Faculty by Rank and Gender, 1985-86 to 1992-93

	1985-86			1986-87			1987-88			1988-89		
Rank	Male	Female	% F/M	Male	Female	% F/M	Male	Female	% F/M	Male	Female	% F/M
Full Professor	63,537	59,432	93.5	66,717	62,714	94.0	70,734	66,137	93.5	74,802	70,614	94.4
Associate Professor	49,643	48,113	96.9	52,859	50,968	96.4	56,148	53,953	96.1	59,397	56,695	95.5
Assistant Professor	39,267	37,397	95.2	41,344	39,599	95.8	43,478	41,723	96.0	45,706	43,606	95.4
Lecturer	36,996	33,124	92.0	38,372	35,232	91.8	40,894	36,961	90.4	43,293	39,392	91.0
Next Rank	33,188	29,064	87.6	33,402	31,555	94.5	36,184	34,007	94.0	38,105	37,557	98.6
Other	48,670	45,242	93.0	50,862	46,278	91.3	54,204	49,807	91.9	55,961	50,426	90.1

	1989-90			1990-91			1991-92			1992-93		
Rank	Male	Female	% F/M	Male	Female	% F/M	Male	Female	% F/M	Male	Female	% F/M
Full Professor	79,493	75,171	94.6	84,722	80,784	95.4	88,539	81,107	91.6	92,013	84,164	91.5
Associate Professor	63,452	60,314	95.1	66,336	64,593	94.5	72,972	68,997	94.6	75,973	71,782	94.5
Assistant Professor	46,713	46,466	95.4	52,443	49,504	94.4	55,802	53,394	95.7	58,024	55,226	95.2
Lecturer	46,800	42,281	90.3	50,706	46,239	91.2	54,396	50,858	93.5	56,647	54,127	95.6
Next Rank	36,928	39,313	101.0	43,780	41,134	94.0	49,559	46,062	92.9	50,965	50,534	99.2
Other	55,798	48,609	87.1	64,525	57,466	89.1	58,540	45,453	80.4	65,177	50,632	77.7

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Table 5a

Percent Comparison of Full-Time Women Students with Full-Time Women Faculty, by Field, 1985-86 to 1994-95

	1985-86				1986-87				1987-88				1988-89				1989-90			
Field	Undr-grad.	Mstrs	Doct.	Faclty	Undr-grad.	Mstrs	Doct.	Faclty	Undr-grad.	Mstrs	Doct.	Faclty	Undr-grad.	Mstrs	Doct.	Faclty	Undr-grad.	Mstrs	Doct.	Faclty
Arts & Science	53.8	-	-	-	54.1	-	-	-	54.0	-	-	-	55.4	-	-	-	56.0	-	-	-
Education	61.1	63.8	60.5	21.6	61.2	66.0	65.2	22.5	61.1	66.8	64.5	25.1	61.7	68.2	66.7	27.3	62.4	65.0	65.7	29.7
Fine & Applied Arts	60.7	59.8	50.8	22.6	60.4	54.6	59.3	23.0	61.1	57.6	60.6	23.6	61.7	61.8	57.4	26.7	63.0	63.8	62.5	28.0
Humanities & Related	62.7	54.9	45.1	20.8	62.7	55.2	46.2	22.5	63.2	54.0	47.1	22.5	63.5	53.5	47.6	23.3	63.9	52.6	44.9	25.2
Social Sci. & Related	51.6	45.1	45.8	16.9	51.8	45.4	46.4	17.6	52.2	44.7	47.5	18.4	52.7	46.0	45.4	19.4	53.2	46.3	45.2	20.5
Agric. & Bio. Sci.	56.5	44.8	29.9	16.3	56.4	44.3	29.7	16.3	57.2	42.7	29.4	16.6	57.0	43.8	30.6	16.8	57.8	48.7	29.8	17.3
Eng & App. Sci.	12.3	12.5	7.8	2.3	12.6	13.0	8.9	2.4	12.9	13.5	8.4	3.0	13.6	14.4	9.4	4.0	14.4	16.1	10.6	4.5
Health Professions	60.3	68.1	40.0	23.1	60.3	65.9	43.1	23.9	61.2	62.0	44.5	24.9	61.6	59.7	45.3	25.6	61.3	62.9	45.8	25.9
Math & Physical Sci.	29.1	22.0	16.4	5.5	28.7	22.7	16.5	6.1	29.4	21.6	18.8	6.3	29.2	23.1	17.9	6.6	29.8	25.0	18.2	7.2
Not Reported	50.0	37.7	0.0	25.0	59.5	44.3	0.0	18.8	35.7	23.8	0.0	18.8	40.0	41.7	0.0	23.3	87.2	26.9	11.1	24.7
TOTAL	49.1	43.8	35.5	16.6	49.7	43.7	36.9	17.4	50.3	43.0	37.8	18.1	51.2	43.9	37.3	19.1	52.0	44.5	36.7	20.2

Table 5a

Percent Comparison of Full-Time Women Students with Full-Time Women Faculty, by Field, 1985-86 to 1994-95

	1990-91				1991-92				1992-93				1993-94				1994-95			
Field	Undr-grad.	Mstrs	Doct.	Faclty	Undr-grad.	Mstrs	Doct.	Faclty	Undr-grad.	Mstrs	Doct.	Faclty	Undr-grad.	Mstrs	Doct.	Faclty	Undr-grad.	Mstrs	Doct.	Faclty
Arts & Science	56.8	-	-	-	56.9	-	-	-	56.2	-	-	-	57.3	-	-	n/a	56.5	-	-	n/a
Education	62.5	67.0	67.9	30.1	62.9	67.1	66.1	29.4	61.9	66.2	65.7	31.1	62.4	69.3	67.5	n/a	62.6	68.7	69.3	n/a
Fine & Applied Arts	63.7	66.0	57.7	29.2	62.4	62.7	55.7	29.5	62.8	64.0	57.3	29.6	63.0	66.2	60.7	n/a	62.9	65.1	61.3	n/a
Humanities & Related	63.7	54.2	43.4	27.0	63.8	54.5	43.0	27.6	63.2	56.1	44.5	28.3	63.1	57.4	46.2	n/a	63.0	57.0	47.4	n/a
Social Sci. & Related	53.8	46.6	45.3	21.4	54.5	46.7	44.6	22.2	55.3	45.9	45.6	23.1	55.8	46.4	48.3	n/a	56.4	45.9	50.7	n/a
Agric. & Bio. Sci.	59.1	48.0	32.7	17.1	59.4	47.9	34.3	18.0	60.1	50.8	34.6	18.6	60.5	50.6	38.6	n/a	60.7	51.1	39.8	n/a
Eng & App. Sci.	15.8	17.8	10.4	4.8	17.1	17.4	11.0	4.9	18.4	18.8	10.5	5.6	19.7	20.3	11.0	n/a	20.9	22.8	10.9	n/a
Health Professions	61.2	62.1	46.2	26.8	61.6	62.5	43.9	26.2	61.8	61.3	44.1	27.2	63.1	60.6	45.9	n/a	63.7	59.5	48.5	n/a
Math & Physical Sci.	30.3	25.7	17.8	7.8	30.2	25.1	18.7	7.7	30.6	27.6	19.0	7.9	30.7	29.4	18.4	n/a	30.9	30.6	19.3	n/a
Not Reported	33.3	40.9	0.0	23.8	39.4	40.5	33.3	33.5	56.1	14.3	0.0	24.5	51.0	29.4	0.0	n/a	39.3	37.5	0.0	n/a
TOTAL	52.6	45.3	36.4	21.1	52.9	45.4	36.1	21.4	53.1	45.8	36.6	22.1	53.6	46.4	38.5	n/a	53.8	46.6	40.4	n/a

Table 5b

Comparison of Doctoral Enrolment of Women to New Faculty Appointments of Women 1985-86 to 1994-95

	Doctoral Enrolment (Full and Part-Time)		New Faculty Appointments (Full-Time Only)	
	# Women	% Women	# Women	% Women
1985-86	2,605	35.7	276	31.3
1986-87	2,745	36.9	317	32.0
1987-88	2,941	37.9	348	34.4
1988-89	3,104	37.7	420	36.6
1989-90	3,245	37.1	465	36.2
1990-91	3,462	37.0	428	41.9
1991-92	3,664	37.0	328	39.4
1992-93	3,854	37.3	272	38.4
1993-94	4,117	39.0	n/a	n/a
1994-95	4,391	40.9	n/a	n/a

Table 6a

Full-Time Non-Academic Staff, by Occupational Group and Gender, selected years

	1985-86					1987-88					1989-90				
	Female		Male			Female		Male			Female		Male		
Occupational Group	#	%	#	%	Total	#	%	#	%	Total	#	%	#	%	Total
Upper Level Managers	27	10.2	238	89.8	265	32	13.2	210	86.8	242	38	15.5	207	84.5	245
Middle Managers	352	33.1	713	66.9	1,065	453	36.9	776	63.1	1,229	566	42.4	768	57.6	1,334
Professionals	841	43.4	1,098	56.6	1,939	992	46.7	1,130	53.3	2,122	1,086	47.7	1,190	52.3	2,276
Semi-Professionals and Technician	1,478	42.4	2,010	57.6	3,488	1,677	46.0	1,971	54.0	3,648	1,727	48.3	1,846	51.7	3,573
Supervisors	1,183	68.8	537	31.2	1,720	885	75.1	293	24.9	1,178	865	76.2	270	23.8	1,135
Foremen/Women	44	16.5	222	83.5	266	52	18.8	224	81.2	276	69	22.7	235	77.3	304
Clerical Workers	6,452	88.8	811	11.2	7,263	6,610	89.8	751	10.2	7,361	6,705	89.4	799	10.6	7,504
Sales Workers	21	70.0	9	30.0	30	32	68.1	15	31.9	47	19	65.5	10	34.5	29
Service Workers	291	53.6	252	46.4	543	436	45.5	523	54.5	959	468	46.7	534	53.3	1,002
Skilled Crafts and Trades Workers	61	4.8	1,202	95.2	1,263	50	4.0	1,210	96.0	1,260	44	3.6	1,192	96.4	1,236
Semi-Skilled Manual Workers	119	17.9	544	82.1	663	131	17.3	628	82.7	759	107	16.0	560	84.0	667
Unskilled Manual Workers	845	43.6	1,091	56.4	1,936	767	42.0	1,061	58.0	1,828	808	45.3	974	54.7	1,782
TOTAL	11,714	57.3	8,727	42.7	20,441	12,117	58.0	8,792	42.0	20,909	12,502	59.3	8,585	40.7	21,087

Table 6a

Full-Time Non-Academic Staff, by Occupational Group and Gender, selected years

	1991-92					1993-94				
	Female		Male			Female		Male		
Occupational Group	#	%	#	%	Total	#	%	#	%	Total
Upper Level Managers	39	19.2	164	80.8	203	49	23.4	160	76.6	209
Middle Managers	738	46.2	861	53.8	1,599	871	50.4	858	49.6	1,729
Professionals	1,266	47.4	1,406	52.6	2,672	1,281	48.4	1,364	51.6	2,645
Semi-Professionals and Technician	1,671	49.7	1,691	50.3	3,362	1,467	49.9	1,475	50.1	2,942
Supervisors	849	77.1	252	22.9	1,101	760	78.2	212	21.8	972
Foremen/Women	61	20.8	232	79.2	293	46	15.5	250	84.5	296
Clerical Workers	6,582	88.6	847	11.4	7,429	6,545	89.1	801	10.9	7,346
Sales Workers	19	61.3	12	38.7	31	37	52.9	33	47.1	70
Service Workers	442	44.9	542	55.1	984	421	49.4	431	50.6	852
Skilled Crafts and Trades Workers	112	8.5	1,210	91.5	1,322	53	4.8	1,058	95.2	1,111
Semi-Skilled Manual Workers	72	14.7	418	85.3	490	79	14.3	475	85.7	554
Unskilled Manual Workers	847	42.6	1,140	57.4	1,987	862	42.4	1,171	57.6	2,033
TOTAL	12,698	59.1	8,775	40.9	21,473	12,471	60.1	8,288	39.9	20,759

Chart 6a

Percentage of Full-Time Women Non-Academic Staff by Occupational Grouping, 1985-86 to 1993-94

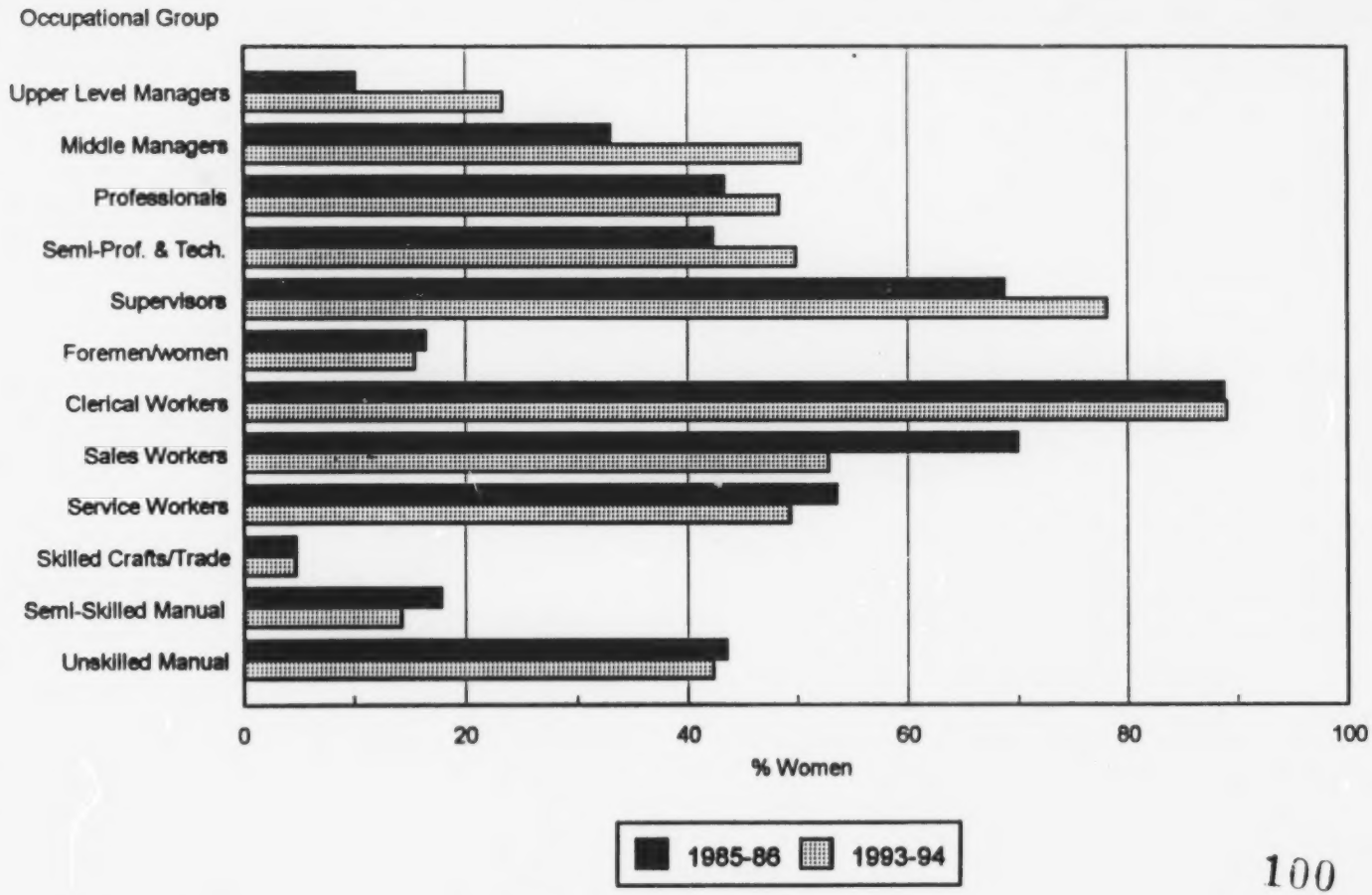

Table 6b

Full-Time Non-Academic Staff, by Salary Range and Gender, selected years only

1985-86				1987-88				1989-90			
Salary Range	# Male	# Female	% Female	Salary Range	# Male	# Female	% Female	# Male	# Female	% Female
				$70,000 and over	168	18	9.7	266	49	15.6
				$60,000 - $69,999	163	26	13.8	233	80	25.6
$61,000 and over	162	12	6.9	$50,000 - $59,999	379	120	24.0	557	326	36.9
$51,000 - $60,999	211	34	13.9	$45,000 - $49,999	356	209	37.0	512	271	34.6
$45,000 - $50,999	277	77	21.8	$40,000 - $44,999	581	319	35.4	779	473	37.8
$40,000 - $44,999	533	257	32.5	$35,000 - $39,999	1,032	478	31.7	1,093	891	44.9
$33,000 - $39,999	961	485	33.5	$30,000 - $34,999	1,338	919	40.7	1,543	1,479	48.9
$27,000 - $32,999	1,732	975	36.0	$25,000 - $29,999	1,631	1,962	54.6	1,617	3,263	66.9
$21,000 - $26,999	2,266	2,839	55.6	$20,000 - $24,999	2,325	4,451	65.7	1,777	4,306	70.8
$15,000 - $20,999	2,439	5,998	71.1	$15,000 - $19,999	755	3,261	81.2	196	1,310	87.0
less than $15,000	146	1,037	87.7	less than $14,999	64	354	84.7	12	54	81.8
TOTAL	8,727	11,714	57.3	TOTAL	8,792	12,117	58.0	8,585	12,502	59.3

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Table 6b

Full-Time Non-Academic Staff, by Salary Range and Gender, selected years only

	1991-92			1993-94		
Salary Range	# Male	# Female	% Female	# Male	# Female	% Female
$70,000 and over	527	129	19.7	489	163	25.0
$60,000 - $69,999	402	197	32.9	453	259	36.4
$50,000 - $59,999	893	553	38.2	934	663	41.5
$45,000 - $49,999	706	532	42.9	794	770	49.2
$40,000 - $44,999	1,069	965	47.4	1,166	1,056	47.5
$35,000 - $39,999	1,433	1,752	55.0	1,323	2,172	62.1
$30,000 - $34,999	1,370	2,954	68.3	1,319	3,499	72.6
$25,000 - $29,999	1,932	4,203	68.5	1,555	3,115	66.7
$20,000 - $24,999	393	1,310	76.9	213	702	76.7
$15,000 - $19,999	44	87	66.4	40	72	64.3
less than $14,999	4	16	80.0	2	0	0.0
TOTAL	8,775	12,698	59.1	8,288	12,471	60.1

NOTES

The following is a listing of disciplines included in the major categories of Field of Study:

Education
Kindergarten, Elementary, Secondary, & Post-secondary Teacher Training; Physical Education; Kinesiology and Recreation.

Fine & Applied Arts
Music; Industrial Design; Dance; Drama; Theatre and Photography.

Humanities & Related
Classics; English; French; History; Journalism; Languages & Literature; Library Science; Mass Communication; Philosophy; Religious Studies and Translation & Interpretation.

Social Sciences & Related
Anthropology; Archaeology; Area Studies; Commerce, Management,& Business Administration; Criminology; Administrative Studies; Economics; Geography; Environmental Studies; Planning; Political Science; Psychology; Social Work and Sociology.

Agricultural & Biological Sciences
Animal Science; Plant Science; Soil Science; Biochemistry; Microbiology; Biophysics; Botany; Fisheries; Food Science; Veterinary Science and Zoology.

Engineering & Applied Science
Architecture; Aeronautical, Chemical, Civil, Systems, Electrical, Industrial, Mining, Mechanical & Metallurgical Engineering; Forestry and Landscape Architecture.

Health Professions & Occupations
Dentistry; Medicine; Medical Sciences; Paraclinical Sciences; Surgical Specialties; Nursing; Optometry; Pharmacy; Public Health; Rehabilitation Medicine and Medical Technology.

Mathematics & Physical Sciences
Computer Science; Chemistry; Geology; Meteorology; Climatology; Oceanography; Astronomy; Aerospace Sciences and Physics.

Table 1:

Notes:

A. These data comprise all full-time, first year, fall term applicants who have not been previously registered at an Ontario university.

B. Ontario College of Art is not included.

C. Commencing in 1989, Ryerson began processing its applications through the Application Centre; prior to this time, applications were sent directly to the institution.

D. Each applicant is allowed to indicate up to three choices of universities and programs. Each choice is considered a distinct applicant.

E. Registered applicants are those who have registered at a university

F. The count date for registered applicants is November 1.

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G. The Application Centre employs its own unique set of program categories which do not necessarily correspond to those of others.

H. Because of differences in definitions, the number of registered applicants may not agree with enrolment figures supplied elsewhere.

Source: *Application Statistics,* Council of Ontario Universities, and the Ontario Universities' Application Centre.

Table 2a:

Footnote: 1. *Graduate-Other* includes those enrolled in Master's qualifying year and graduate level diploma/certificate programs, as well as those not seeking any degree, diploma or certificate.

Notes:

A. Includes degree, diploma, certificate and non-university students.

B. Total enrolled comprises both male and female students.

C. Includes enrolment of affiliated colleges, where applicable.

D. Dominicain and the Ontario College of Art are included.

E. Commencing in 1993-94, Nipissing is shown separately and is excluded from Laurentian.

F. Commencing in 1994-95, Ryerson changed their status to that of a university.

Source: USIS 100101121-4

Table 2b and Table 2c:

Footnotes:

1. *Undergraduate* excludes non-university diploma and certificate students, and those not seeking any qualifications (i.e. special students, auditors, etc.) and qualification *Not Applicable.*

2. *Undergraduate - Arts & Science* comprises *Arts - Field Unknown, Science - Field Unknown,* and *Arts & Science - General.*

3. *Masters* and *Doctorate* exclude *Arts - Field Unknown, Science - Field Unknown,* and qualification *Not Applicable.*

4. *Masters* and *Doctorate* exclude graduate diploma and certificate students, and those not seeking any qualifications.

Notes:

A. Total enrolled comprises both male and female students.

B. Includes enrolment of affiliated colleges, where applicable.

C. Commencing in 1993-94, Nipissing is shown separately and excluded from Laurentian.

D. Commencing in 1994-95, Ryerson changed their status to that of a university.

E. Dominicain and the Ontario College of Art are included.

F. Field of Study is classified, except where noted, according to the University Student Information System (USIS) categories. The data presented here are aggregated to the highest of the three aggregate levels possible.

Source: USIS Special Run.

Table 2d:

Source: ACMC Report: Canadian Medical Education Statistics.

Table 3a, Table 3b and Table 3c

Notes:

A. Data are accumulated during the calendar year (January 1 to December 31)

B. Figures represent the number of awards granted, not a count of the individual students who receive them; hence double counting of individuals may occur.

C. Dominicain and the Ontario College of Art are not included.

D. Commencing in 1993-94, Nipissing is shown separately and excluded from Laurentian.

E. Commencing in 1994-95, Ryerson changed their status to that of a university.

Source: Statistics Canada, USIS - Graduating Students (Special Reports).

Table 4a:

Notes:

A. The Ontario College of Art is excluded.
B. Toronto excludes Wycliffe in 1986-87, 1987-88, and 1989-90.
C. Waterloo excludes St. Paul's from 1985-86 to 1990-91.
D Beginning in 1991-92, full-time is defined as *full-time for 12 months*

Source: Statistics Canada. Full-Time Teaching Staff System (Special Reports), and UCASS (Special Run).

Table 4b, Table 4c, and Table 4d:

Notes:

A. The Ontario College of Art is excluded.
B. Toronto excludes Wycliffe in 1986-87, 1987-88, and 1989-90.
C. Waterloo excludes St. Paul's from 1985-86 to 1990-91.
D. Beginning in 1991-92, full-time is defined as *full-time for 12 months*

Source: Statistics Canada. Full-Time Teaching Staff System, and UCASS (Special Run).

Table 4e:

Footnotes:
A. The Ontario College of Art is excluded.
B. Toronto excludes Wycliffe in 1986-87, 1987-88, and 1989-90.
C. Waterloo excludes St. Paul's from 1985-86 to 1990-91.
D. Beginning in 1991-92, full-time is defined as *full-time for 12 months*

Source: Statistics Canada. Full-Time Teaching Staff System, and UCASS (Special Reports).

Table 4f:

Footnote:
1. Includes ungraded faculty and all ranks below lecturer.

Notes:
A. The Ontario College of Art is excluded.
B. Toronto excludes Wycliffe in 1986-87, 1987-88, and 1989-90.
C. Waterloo excludes St. Paul's from 1985-86 to 1990-91.
D. Beginning in 1991-92, full-time is defined as *full-time for 12 months*

Source: Statistics Canada. Full-Time Teaching Staff System (Special Reports).

Table 4g:

Notes:
A. The Ontario College of Art is excluded.
B. Toronto excludes Wycliffe in 1986-87, 1987-88, and 1989-90.
C. Waterloo excludes St. Paul's from 1985-86 to 1990-91.
D. Beginning in 1991-92, full-time is defined as *full-time for 12 months*.

Source: Statistics Canada Full-Time Teaching Staff System (Special Reports).

Table 4h:

Notes:
A. The Ontario College of Art is excluded.

B. Only teachers who are paid according to regular salary scales, including those on sabbatical, are included. Teachers not paid according to regular scales (i.e., those on leave of absence or leave without pay and certain staff in denominational institutions), have been excluded.

C. % F/M: Females' average salary is expressed as a % of males' average salary.

D. Beginning in 1991-92, full-time is defined as *full-time for 12 months*.

Source: Statistics Canada. Faculty Analysis System (Special Reports), & UCASS (Special Run).

Table 5a:

Note:
1. Refer to Tables 2b and 4c for notes and footnotes.

Source: USIS 100101101, and Statistics Canada Full-Time Teaching Staff System (UCASS Special Reports).

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Table 5b:

Note: Refer to Tables 2a and 4f for notes and footnotes.

Source: USIS 100101123 and 100101124, and Statistics Canada Full-Time Teaching Staff Analysis System.

Table 6a:

Notes:
A. The reporting date is October 1.
B. All full-time non-academic staff are included.
C. Staff at federated and affiliated colleges are not included.

Source: Council of Ontario Universities.

Table 6b:

Notes:
A. The salary ranges were redefined as of the 1987-88 reporting year following discussions between COU and MET.

B. The reporting date is October 1.

C. All full-time non-academic staff are included.

D. Staff at federated and affiliated colleges are not included.

Source: Council of Ontario Universities.

All tables were compiled by Ministry of Education, University Relations Branch, July, 1995.

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